



**SUSTAINABLE
DEVELOPMENT REPORT
2023**

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1. Message from the CEO



Dear friends,

We, at DKG DEVELOPMENT, are firmly committed to sustainable development, combining innovation with respect for the environment and the local communities where we operate.

In 2023, we focused on creating projects that reflect our principles: we designed infrastructure with high aesthetics, low environmental footprint and with an emphasis on energy efficiency. At the same time, we placed particular emphasis on fostering cooperation with our partners and on the continuous development of our people who are the basis of our success.

Our dedication to sustainability practices is not limited to our operations. We constantly study the needs of our customers and partners, while incorporating new technologies and materials that reduce energy consumption and protect natural resources.

The 2023 sustainability report, the first we publish, is a result of this path and highlights the initiatives we have undertaken to offer value to society and the environment. We are proud of our achievements but stay grounded and determined to intensify our efforts.

I would like to express my heartfelt gratitude to our incredible team at DKG DEVELOPMENT, our customers, partners, and everyone who supports our work.

Together we are building a sustainable future for everyone.
Enjoy reading,

Konstantinos PETRIDIS
Chairman of the BoD and CEO

2. A few words about the Report

DKG Development's Sustainability Report for the year 2023 is a comprehensive review of the Company's initiatives, actions, and policies, with an emphasis on its commitment to sustainability and responsible corporate practice. The report presents the results of DKG Development's effort to integrate sustainability principles into its business activities, covering the core pillars of Environment, Social, and Governance (ESG).

It covers the period from January 1st, 2023, to December 31st, 2023 and includes detailed qualitative and quantitative data that demonstrate the Company's progress in critical areas for sustainable development. Through these data, its commitment to responding to modern challenges, is demonstrated, by adopting best practices and contributing substantially to long-term development.

This report was prepared in accordance with the GRI (Global Reporting Initiative Standards 2021), aiming for transparency, accuracy, and comparability of information. This approach allows DKG Development to strengthen its position as a responsible corporate citizen, ensuring its resilience and promoting social progress. It is noted that the Company's Sustainability Report has not been subject to verification, because verification of emissions is not a mandatory requirement for the Company at this stage but will proceed with verification of emissions in its next report.

The preparation of this report was guided by the Athens Stock Exchange's ESG disclosure guidelines, ensuring full compliance with regulatory requirements. The data collection was carried out in a transparent manner, enhancing the credibility of the report, and demonstrating the Company's commitment to adopting innovative and responsible practices.

The report was prepared with the expertise of ResNovae, Sustainability Consultants, while the collection of quantitative data was supported by the ESGenius! The Sustainability OS platform, ensuring effectiveness and accuracy.

Through this report, DKG Development clearly presents its strategy for sustainable development, highlighting its commitment to long-term value creation and responsible corporate governance.



3. Quick facts

General facts

4
Years of Activity

4
Offices

140%
Revenue increase compared to 2022

12
Projects (Purchases or Completions)

Environment

10,07 MWh
Energy Consumption

25,552 tn CO2 eq
emissions

2,03 tn
Non-hazardous waste generated

2,6 MWh
Thermal Energy Consumption

Society

48%
Female Labor Force Rate

16
New Employees

0
Fatal injuries

300
Employee training hours

Governance

1
Member of the Board of Directors

8,53 million €
Financial turnover

7
Applied Operating Policies

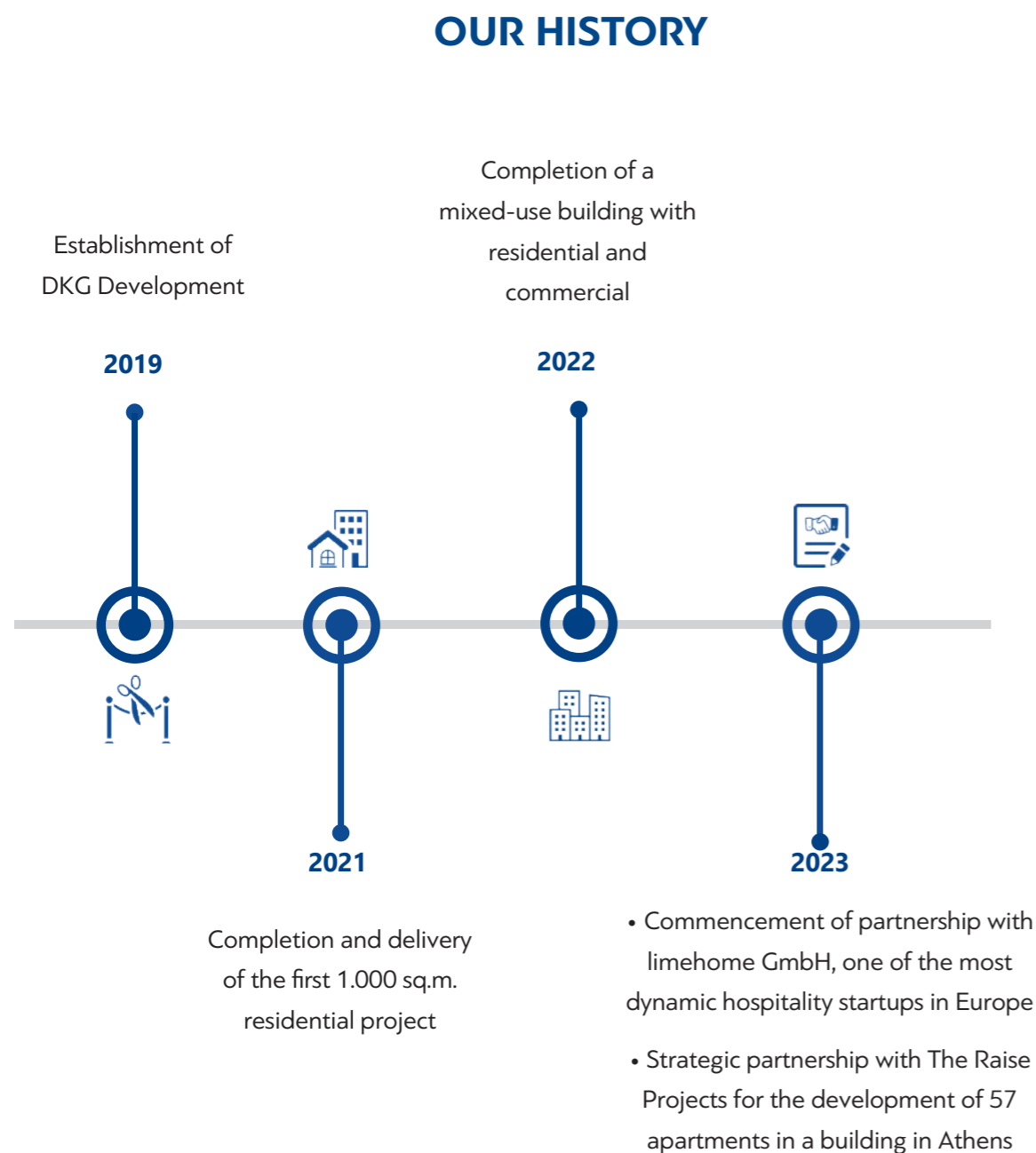
3
Women in Holding Positions of Responsibility

4. Company profile

4.1 Corporate history

In recent years, DKG Development has redefined the landscape of modern living in the Attica region of Greece by developing distinctive properties that enhance the quality of life with superior design and unparalleled value. Since its establishment, the company's goal has been to build long-term relationships with clients and investors from all over the world so that Greece becomes a safe investment destination, offering low financial risk and high returns, by designing innovative high-yield properties, that offer something unique and special, for the benefit of society as a whole.

DKG Development was founded in 2019 and the year 2023 was a milestone, as it announced two very important partnerships in the serviced apartments sector.



4.2 Activities

The real estate sector, both in Greece and at a European level, is on a dynamic growth trajectory, driven by the increasing emphasis on sustainable development, innovation, and energy efficiency. In Greece, the real estate prices increase and intense investment activity, combined with a tourism boom and the upgrading of urban centers, are fostering the creation of iconic projects that align with both market needs and the principles of sustainability. Flagship examples, such as Piraeus Gate, highlight the commitment to high-aesthetic projects, functionality, and environmental responsibility. At the same time, categories such as serviced apartments are recording significant growth, meeting the increasing demand for flexible accommodation solutions that combine privacy and high-standard services. In addition, the shift to energy-efficient buildings and the integration of green technologies are leading the sector toward a new development model, that aligns with environmental and social responsibility standards. The increased turnover of the sector and the entry of new companies into the Athens Stock Exchange demonstrate the confidence of investors and the strategic importance of the sector to the economy. This positive course highlights the real estate sector as a key growth driver and a pillar of a sustainable and innovative economy.

DKG Development is an investment, planning, development, and real estate management company that implements investment projects from A to Z in the wider region of the Greek islands and Mainland. With an emphasis on sustainability and innovation, the company undertakes projects in both the private and public sectors.

In the private sector, the company specializes in the development and management of commercial and residential properties, covering all phases of a project, from design and construction to commercial exploitation. At the same time, it provides specialized business advice, contributing to the strategic exploitation of properties and the development of new projects.

In the public sector, DKG Development undertakes the management of infrastructure projects and the development of public properties, aiming to improve quality of life and strengthen urban infrastructure. It also participates in environmental projects, implementing sustainable practices and strategies.

DKG Development supports investors and financial institutions through strategic investments in the real estate sector. Its specialization includes the evaluation and implementation of investments, renovation, and commercial exploitation of properties.

Company Activities



The company's comparative advantage and expertise lie in its innovation in design and construction, offering pioneering products to the market, while adhering to rules and transparency, thereby maximizing benefits for both shareholders and society.

With this comprehensive approach, DKG Development sets new standards in the real estate sector, combining economic efficiency, environmental sustainability, and social contribution. Through the integration of green technologies and the promotion of renewable energy sources, DKG Development is committed to reducing its environmental footprint and creating properties of high environmental value.

4.3 Company vision, values, and goals

Based in Athens, DKG Development is a leading real estate development company in Greece specializing in the creation of unique residential, commercial and tourist properties, that promote innovation and excellence in the sector.

At DKG Development, our success is built on collaboration with specialized professionals and a highly skilled internal team of engineers and project managers, architects and interior designers who form the basis of our activities. Supported by construction and legal departments with significant experience, we guarantee accuracy and compliance with high standards, ensuring timely and accurate completion of projects.

Our commitment goes beyond construction, we aim to transform and upgrade the areas where we operate. Each one of our projects is a synthesis of innovative design and practical functionality, perfectly aligned with the ambitions and desires of not only our clients but also all company stakeholders.

At DKG Development, we envision and create spaces that incorporate the trends of the time, responding to the needs of comfort, aesthetics and functionality that can also adapt to the future needs of users.

4.3.1 Values

Integrity and Trust

Commitment to ethical principles, transparency, and responsibility, aiming to create stable and long-term relationships of trust with partners, customers, and stakeholders. Reliability and respect form the foundation of our daily operations.

Collaborative development

Enhancing collaboration and teamwork both within the company and with our external partners. We focus on collective progress, while contributing to the sustainable development of the communities and regions where we operate.

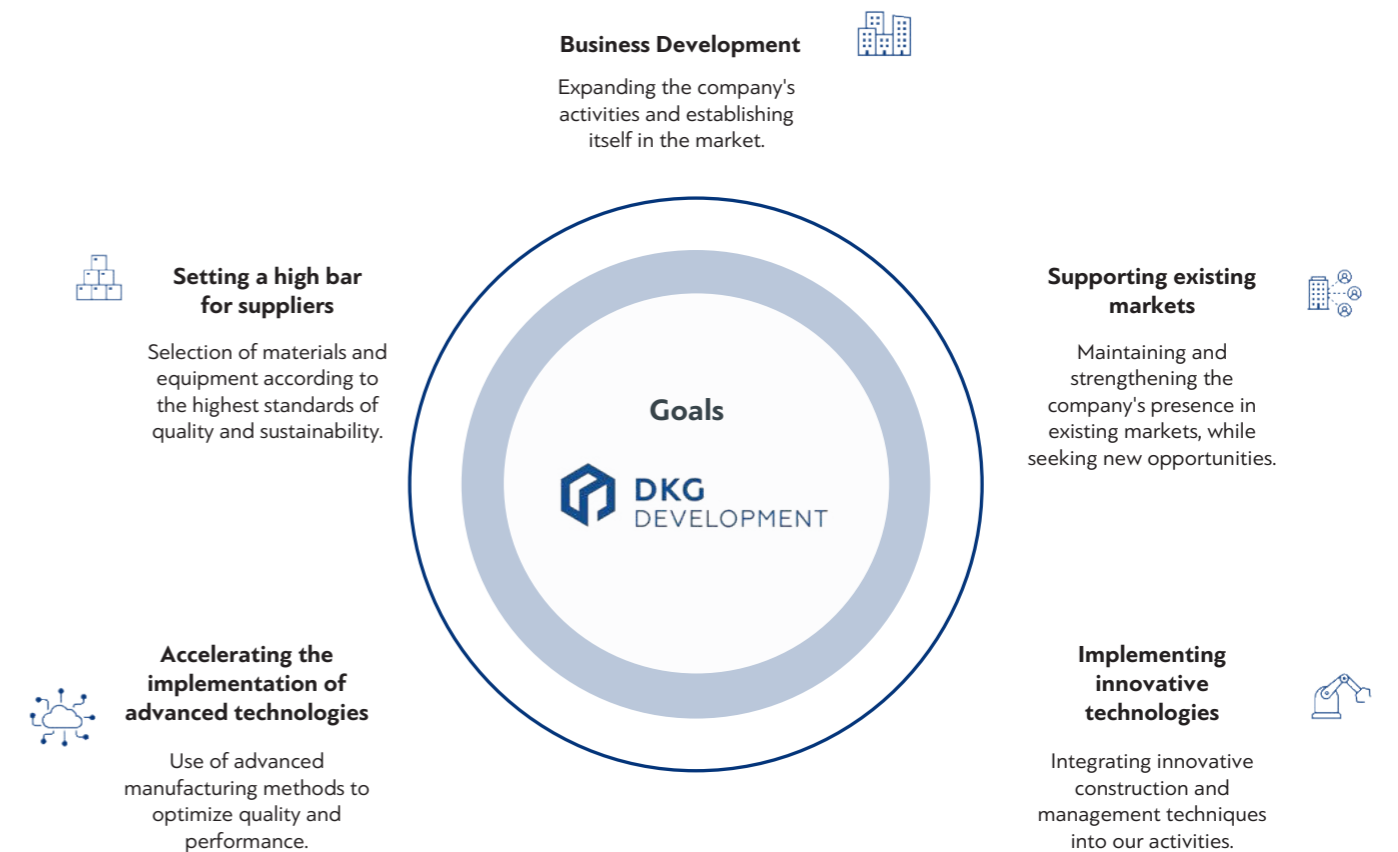
Excellence and Innovation

Continuous effort to provide high quality services, using innovative technologies and methods. We aim for continuous improvement and excellence, ensuring sustainability and added value in our projects.

DKG Development aspires to lead the real estate and construction sector, creating modern, sustainable, environmentally friendly, and functional buildings of high aesthetic and quality. Striving for perfection, we aim to offer solutions that meet the needs of modern society, while respecting the natural and urban environment. Our vision is to become a benchmark for sustainable and innovative projects, providing value to our customers, partners, and the communities we serve.

Recognizing the importance of creating iconic projects that shape the evolution of urban centers, DKG Development is dedicated to pioneering projects, such as Piraeus Gate, which reflect our commitment to sustainability, innovation, and high-quality construction. These projects are not only architectural landmarks but also examples of the harmonious coexistence of aesthetics with functionality and respect for the environment.

4.3.3 Goals



4.3.4 Principles

DKG Development operates based on principles that guide every decision and activity, focusing on quality, responsibility, and transparency.

Core Principle	Description
Continuous Service Optimization	Continuous development, service improvement, innovation, and creation of high-quality, sustainable buildings.
Building Mutual Trust	Strengthening reliability and transparency in relationships with customers and partners.
Mutual Understanding and Cooperation	Continuous communication and information aiming to understand customer needs.
Transparency	Publication of all necessary information and data on the implementation of projects to ensure Transparency and credibility of the company.
Environmental and Social Responsibility	Respect for the environment, use of sustainable practices and highlighting the buildings as landmarks for the community.

DKG Development's strategy focuses on selecting locations with high growth potential and creating projects that combine innovation and sustainability. The company operates mainly in the southern and southwestern suburbs of Athens-including Dafni, Alimos, Elliniko, Moschato, Kallithea and Piraeus, investing in both renovations and new construction.

Emphasis is placed on serviced apartments, a category of real estate characterized by significant unmet demand. By applying modern technologies and advanced construction practices, DKG Development aims to create projects that meet customer expectations and contribute positively to the growth of local communities.






4.4 Position of DKG Development in the Value Chain

DKG Development S.A. is at the center of the value chain, undertaking the following:

1. Strategic Planning: Identifying and developing opportunities that meet both commercial and societal needs.
2. Project Implementation: From site selection to the delivery of high-quality properties.
3. Customer Relations: Creating long-term value through specialized solutions and ongoing support. The company places particular emphasis on sustainability, which is embedded into both upstream partnerships and downstream relationships with customers and end users.

Key Suppliers

	Construction Materials	Suppliers of sustainable and high-quality materials, such as energy-efficient windows, facades, insulation and building materials with a low environmental footprint.
	Engineering and Design Companies	Collaborations with architectural firms, engineers, and environmental consultants to prepare the studies required for sustainable projects.
	Technological Partners	Providers of smart building technologies and energy systems solutions.

Relationship Characteristics: Long-term partnerships with certified suppliers to ensure high quality and environmental standards. Continuous consultation and joint planning for the implementation of sustainable practices.

Main Customers and Users

- Professional Spaces: Tenants or investors seeking stores, offices, and commercial properties.
- Individuals: End users or buyers of highly aesthetic and energy-efficient residences.
- Property Management Companies: Partnerships with companies that undertake the management and operation of developed properties (e.g., serviced apartments).

Distribution Channels

- Real Estate Agencies: Collaboration with local and international real estate agents to promote projects.
- Direct Sales: An internal sales team for strategic promotion to investors and corporate clients.
- Digital Channels: Use of specialized platforms for buyers and tenants (e.g., websites, marketplaces).
- Relationship Features: Providing personalized solutions to customers to meet their needs. After-sales service.

4.5 Projects – Portfolio

Six Brownfield and two Greenfield projects were acquired in 2023. This approach highlights the Company's commitment to sustainability, as the reconstruction and reuse of properties is a central pillar of its strategy. These projects are expected to create a total of 455 serviced apartments, some of which will be branded, ensuring high quality and uniqueness for their users.

4.5.1 New Projects

In detail, the projects acquired in 2023 include:

IRIS STUDENT APARTMENTS

Serviced apartments in a six-story building with 37 residential units (Brownfield).

GBA: 1.141 sq.m.

Plot: 244 sq.m.

Use: 37 serviced apartments

Delivery: Q4 2024



THE MEDITERRANEAN

Serviced Apartments – Hotel Unit in an 8-storey building (Brownfield).

GBA: 4.500 sq.m.

Plot: 400 sq.m.

Use: 64 serviced apartments & 1 retail unit

Delivery: Q3 2025



MEDITERRANEAN SUITES

Serviced apartments in a seven-storey building with 8 residential units (Brownfield).

GBA: 510 sq.m.

Plot: 91 sq.m.

Use: 8 serviced apartments

Delivery: Q1 2024



OLIVE STUDENT APARTMENTS

Serviced apartments in a six-storey building with 30 residential units (Brownfield).

GBA: 1.357 sq.m.

Plot: 217 sq.m.

Use: 30 serviced apartments

Delivery: Q3 2024



MOSCHATO HIVE

Serviced apartments in a two-storey building with 110 residential units (Brownfield).

GBA: 4.000 sq.m.

Plot: 1.988 sq.m.

Use: 110 serviced apartments & workspaces (Brownfield)

Delivery: Q3 2025



LAUREL

Serviced apartments in a four-story building (Brownfield).

GBA: 3.050 sq.m.

Plot: 629 sq.m.

Use: 57 serviced apartments & 1 retail store

Delivery: Q1 2025



SKYWAY

Branded serviced apartments in a ten-story building with 121 residential units (Greenfield).

GBA: 5.000 sq.m.

Plot: 1.145 sq.m.

Use: 121 serviced apartments with services

Delivery: Q1 2025



ALLURE BUSINESS SUITES

Serviced apartments in a seven-story building with 28 residential units (Greenfield).

GBA: 600 sq.m.

Plot: 206 sq.m.

Use: 28 serviced apartments

Delivery: Q3 2026



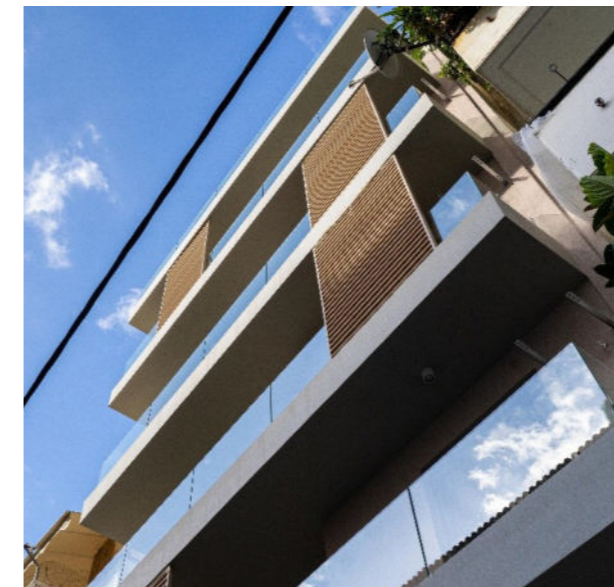
These projects underline the Company's commitment to offering high quality services and enhancing sustainability through environmentally sound development practices.

4.5.2 Completed projects

The projects completed in 2023 include four major developments, all based on the reuse of existing buildings (Brown-field). These projects reflect DKG Development's commitment to sustainable development, utilizing existing structures and contributing to reducing environmental footprint.

PIRAEUS CLUB RESIDENCES

A six-story building with 8 residential units, offering high quality living in the heart of Piraeus.



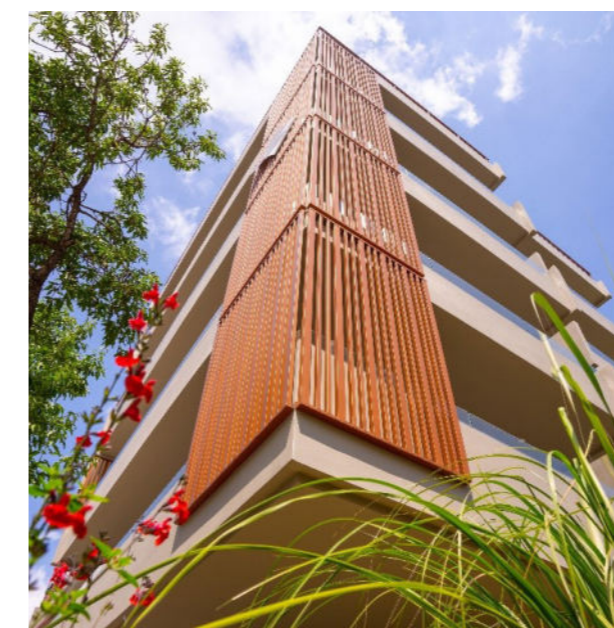
ATHENS CORPORATE HOUSING

Serviced apartments in a four-story building with 15 residential units and a commercial store, designed to serve the needs of professionals in Athens.



NEW AGE LIVING

A four-story building with 4 residential units, combining modern architecture and functionality.



S&S ACCOMMODATION

Serviced apartments in a five-story building with 19 residential units, ideal for comfortable and modern living.



With these projects, DKG Development continues to combine experience and innovation, providing high-quality solutions that meet market needs and promote sustainability.

4.6 Cooperations

DKG Development is one of the fastest growing real estate investment, design, development, and management companies, based in Athens, and develops high-value and high-quality properties, including residential, commercial and tourist accommodations across Greece.

The company aims to complete the development of over 1000 serviced apartments, certified green areas, offices, and commercial stores, in the Southern Suburbs of Athens and Piraeus within the three-year period 2023-2025. The flagship of the developments is the urban regeneration project, Piraeus Gate.

DKG Development & RAISE Projects

Pioneering collaboration with THE RAISE PROJECTS, a leading Greek startup that is revolutionizing short-term serviced apartments.

This collaboration is set to reshape the landscape of serviced apartments in Greece! The project will be completed in December 2024, when DKG will present 57 meticulously designed units in Athens, which will be managed by The Raise Projects, elevating the sector to new heights.



DKG Development & limehome GmbH

limehome GmbH is one of the most dynamic hospitality startups in Europe and currently has a network of 4.250 managed studios in 215 locations in Germany, Austria, the Netherlands, Belgium, Spain, Portugal and Hungary.

The collaboration includes the leasing of three properties from DKG Development's portfolio, namely Athens Corporate Housing, Olive, and IRIS with a total of 82 serviced apartments.

DKG Development SA believes that the apartment portfolio under this brand will bring a fresh perspective to the accommodation offerings and will be a springboard for other accommodation units to follow.



DKG Development & IWG

The strategic partnership concerns the operation of the new flexible office SPACES in the property, also known as the former Imeras shopping center, part of the DKG Development portfolio.



5. Approach to Sustainable Development

5.1 Stakeholders

DKG Development recognizes that engagement and communication with stakeholders are essential for success of its activities and its sustainable development. Stakeholders are not just part of the Company's ecosystem, but essential partners in achieving long-term goals. Active participation and dialogue with these parties enhance the understanding of their needs and expectations, contributing to development of strategies that promote innovation, transparency, and social responsibility. The Company's actions focus on creating a relationship of mutual trust and respect, which offers added value to both itself, and the communities with which it interacts.

The following are the main categories of stakeholders of the Company:



5.2 Materiality Assessment

5.2.1 Identifying and defining material issues

DKG Development, adapting to the modern demands and trends of sustainable development, adopts strategic practices that go beyond the basic obligations of national and European legislation. The Company focuses on the continuous integration of sustainability principles into its operations, with the aim of significantly improving its environmental and social footprint.

A central tool in this strategy is the Double Materiality Assessment, which helps to shape a comprehensive approach based on ESG criteria. Through this analysis, the Company assesses both the environmental and social impacts of its activities ("impact materiality"), and the potential financial impacts of ESG factors on its business activities ("financial materiality"). This holistic approach allows for a deeper understanding of the risks and opportunities related to sustainability issues.



Recognizing the importance of Double Materiality Assessment and the need to implement it, the Company adopted the Double Materiality method, aligned with international standards, such as CSRD and ESRS, to collect and evaluate data from its internal and external environment, following the steps:



The first step concerns defining the scope and frame of the analysis, ensuring compliance with international guidelines and the integration of ESG issues (Environment, Society, Governance) into its strategy. The aim is to highlight both the company's impact on society and the environment (Impact Materiality) and how these factors affect its financial performance (Financial Materiality). A next stage is to investigate international standards such as SASB, MSCI and the Sustainable Development Goals (SDGs). This process helps to understand trends and best practices, identifying opportunities and challenges for sustainable development.

At the same time, mapping the industry of activity allows the analysis of practices by competitors, so that the company may strengthen its strategies based on market trends. The process includes data analysis and the assessment of the impacts, both positive and negative, related to the company's activities. This analysis helps in understanding responsible practices and implementing strategies that maximize positive impacts. In addition, the financial materiality analysis focuses on the financial risks and opportunities related to ESG

issues, ensuring the company's long-term stability. The analysis leads to the creation of a Materiality Matrix, which prioritizes the issues based on their importance to the company and its stakeholders. This matrix helps to develop targeted actions and policies to manage critical issues.

Finally, the disclosure of results through annual reports enhances transparency and trust in the company, demonstrating its commitment to sustainable development and continuous improvement of its practices.

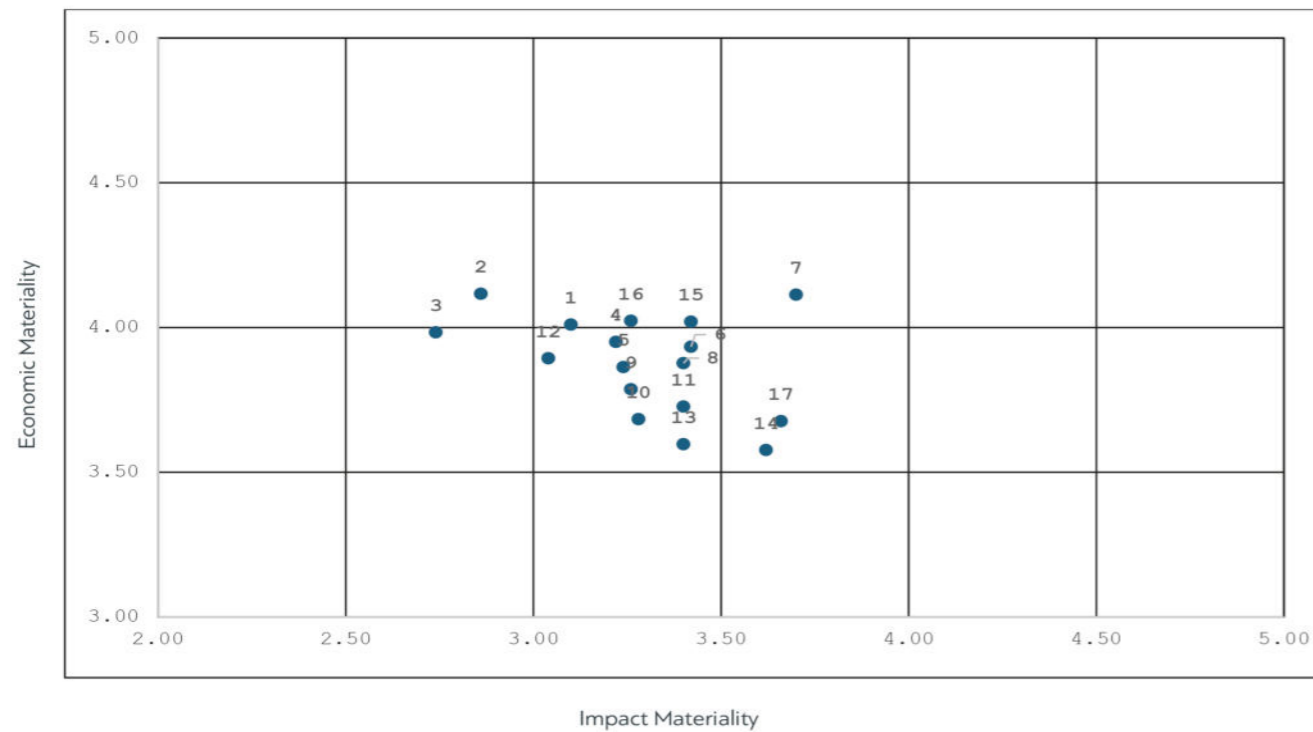
5.2.2 Results of double materiality assessment

The Double Materiality Assessment brought to the fore critical and interesting findings, confirming its role as an extremely effective tool for assessing the material topics of the Company in relation to sustainable development. This analysis included, inter alia, engaging stakeholders by sending surveys, ensuring their active participation in the process.

This specific approach allowed the Company's strategy to be reviewed and aligned, reinforcing its commitment to sustainable development. At the same time, it highlighted the importance stakeholders place on ESG issues, taking into account contemporary environmental and social challenges and assessing these issues as high priority. DKG Development, through its actions, significantly influences the impact of these issues, whether positive or negative, both on its external environment and on its financial stability and sustainability.

The prioritization of results is summarized in the Materiality Matrix, which provides an overall picture of the ranking of all material topics. The Matrix is created by displaying the results on the two axes: **Financial Materiality** (Y-axis) and **Impact Materiality** (X-axis).

Materiality Matrix



Material Topics for DKG Development	
●	1. Waste Management
●	2. Energy and Emissions Management
●	3. Water Resources Management
●	4. Climate Change Adaptation
●	5. Green Building
●	6. Use of Natural Resources and Raw Materials
●	7. Safety and Quality of Construction
●	8. Occupational safety and health
●	9. Protection of Human Rights, Diversity and Equal Opportunities
●	10. Dialogue and Interaction with Local Communities
●	11. Labor Practices
●	12. Protection of Personal Data
●	13. Responsible Supply Chain
●	14. Financial Performance
●	15. Business Ethics and Integrity
●	16. Transparency and compliance with laws and regulations
●	17. Tenant satisfaction and engagement

● E ● S ● G

Based on Double Materiality Assessment, DKG Development focuses on issues that materially affect its financial stability and sustainability in the construction industry. Issues such as Financial Performance, Use of Natural Resources and Raw Materials, and Safety and Quality of Construction are directly linked to the Company's ability to deliver high-quality projects with long-term value and are therefore high priority issues for it.

At the same time, Occupational safety and health, Tenant Satisfaction and Engagement, Commitment to Transparency, Compliance and Business Ethics, and Energy and Emissions Management are key to maintaining stakeholder trust and managing risks that may affect its reputation and operations.

5.3 Sustainable Development Goals

DKG Development, as a responsible real estate development company, recognizes the importance of sustainable development and the Sustainable Development Goals (SDGs) in ensuring a harmonious and long-term development in its sector. Based on the Double Materiality Assessment, it focuses on issues that are directly linked to its financial stability, sustainability in the construction industry and its social responsibility. These issues are critical to its long-term success and are strategically integrated into its operation, actively contributing to the achievement of many Sustainable Development Goals.

Sustainable Development Goal	Contribution of DKG Development
 <p>3 GOOD HEALTH AND WELL-BEING</p> <p>Good Health and Well-being</p>	<p>Occupational safety and health are a top priority for the Company, which continuously invests in training programs, health infrastructure and safety systems to ensure a safe and healthy working environment for its employees. The protection of its people is the foundation of its strategy for sustainable development.</p>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p> <p>Decent Work and Economic Growth</p>	<p>The Company focuses on financial performance as a critical factor in ensuring its long-term sustainability. It ensures its continued growth through innovative strategies and the implementation of good practices in the construction sector, while creating jobs by supporting the local economy through its projects.</p>
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> <p>Industry, Innovation, and Infrastructure</p>	<p>Construction Safety and Quality are fundamental pillars of the Company's strategy, which implements strict procedures to ensure a safe working environment and high quality of its constructions. At the same time, it invests in innovative technologies to improve project efficiency and reduce environmental impacts, promoting infrastructure that contributes to the development of sustainable cities and communities.</p>
 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p> <p>Sustainable Cities and Communities</p>	<p>The Company ensures Tenant Satisfaction and Engagement through the development of constructions that promote quality of life, energy efficiency and sustainability. Its constructions are not only high-quality, but also contribute to the development of sustainable cities and communities, improving living conditions for property users.</p>
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> <p>Responsible Consumption and Production</p>	<p>The Company is committed to the Sustainable Use of Natural Resources and raw materials, focusing on resource efficiency and waste minimization during its construction activities. Through the implementation of strategies for sustainable production and consumption, it incorporates circular economy principles, encouraging recycling and the use of renewable materials in its projects.</p>
 <p>13 CLIMATE ACTION</p> <p>Climate Action</p>	<p>The Company responsibly addresses Energy Management and Gas Emissions by implementing strategies to reduce the carbon footprint of its projects and to enhance energy efficiency, in order to contribute to the fight against climate change and support the transition to a low-carbon economy.</p>
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> <p>Peace, Justice, and Strong Institutions</p>	<p>Transparency and Compliance with regulations are fundamental elements of the Company's business ethics, which applies strict governance and ethics rules to protect the interests of employees, customers, and shareholders, while ensuring that its activities are fully compatible with legislative requirements and international standard practices.</p>



6. Environment



2.030 kg

Non-hazardous waste generated from the Company's construction sites



10,07 MWh

Electricity consumption



25,552 tnCO₂eq

Total CO₂eq emissions



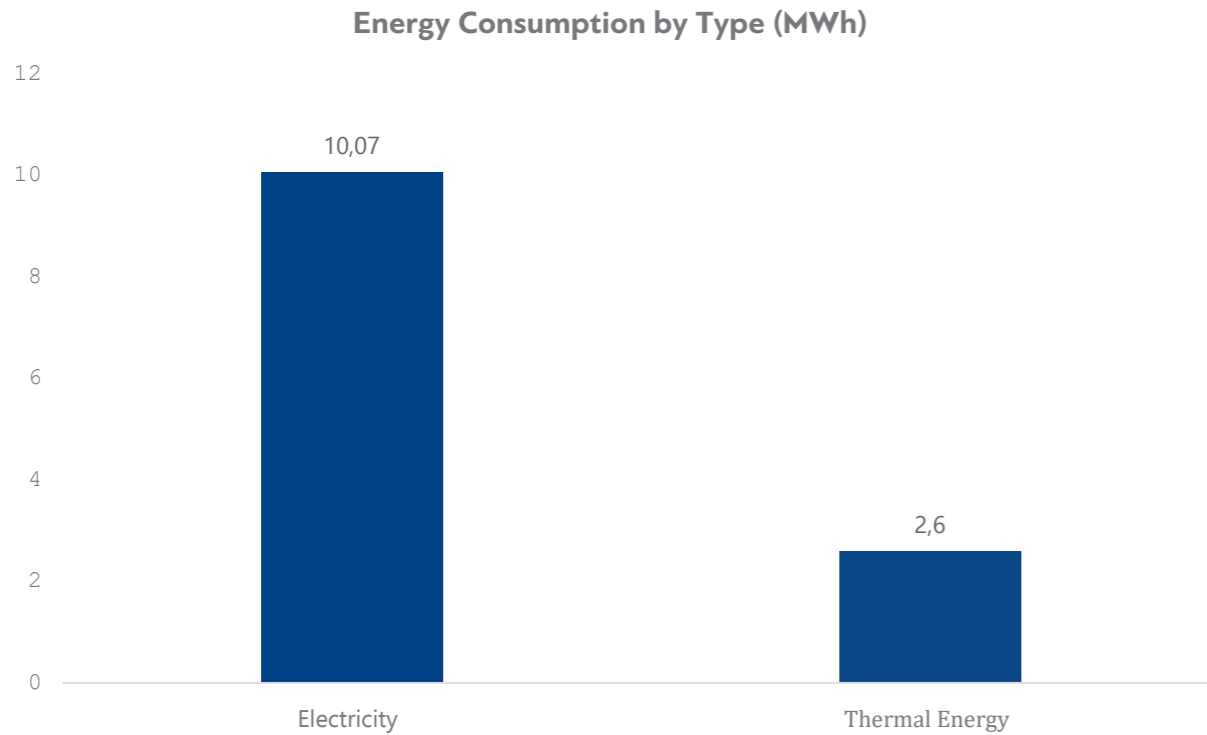
2,6 MWh

Thermal energy consumption



6.1 Energy and emissions management

DKG Development has recognized the importance of reducing energy consumption as a priority, in line with the trends emerging in the real estate sector, as recorded in the recent CBRE real estate survey. Listening to the needs of the buying public, DKG Development invests in the sustainability and energy efficiency of buildings.

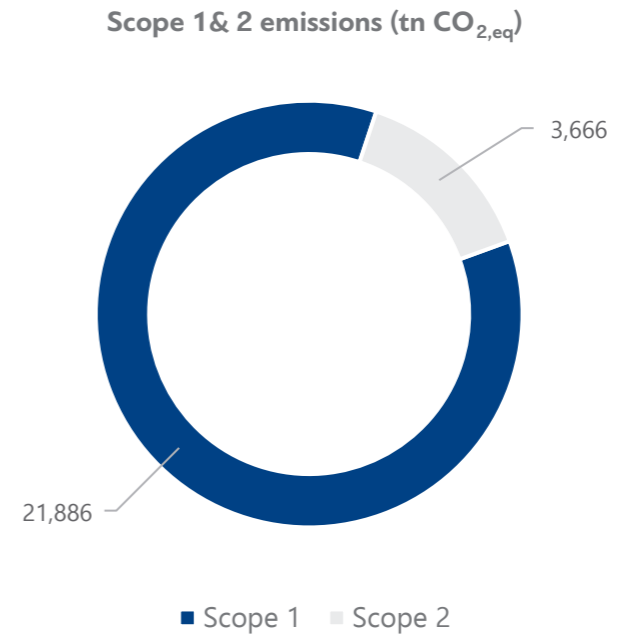


DKG Development approaches energy efficiency and greenhouse gas emissions management with the aim of achieving sustainable development and reducing its carbon footprint. In 2023, total emissions and absorptions from the company's headquarters amounted to 25,552 tons of CO₂ equivalent, while total energy consumption was recorded at 0,350 TJ.

DKG Development, as part of its commitment to sustainable development, calculated its carbon footprint in 2023 for the first time. This calculation included Scope 1 emissions (21,886 tons of CO₂ equivalent) and Scope 2 emissions (3,666 tons of CO₂ equivalent), which cover:

- ✓ **Scope 1:** Direct emissions from sources controlled or owned by the company, such as the combustion of fuels in vehicles and facilities.
- ✓ **Scope 2:** Indirect emissions from purchased energy, such as electricity.

This approach allowed the company to understand the direct and indirect environmental impacts of its operations and to develop emission reduction strategies.



An analysis of these results indicates that emissions falling into category 1.2 constitute the largest percentage of total emissions.



1,16
tCO₂e/employee

Total emissions per employee



3,01
tCO₂e/million €

Total emissions per million EURO

Emission Reduction Strategies

To achieve its goals, DKG Development implements targeted actions that cover both direct and indirect emissions.

1. Replacing the use of fossil fuels and investing in the use of Renewable Energy Sources (RES):

- Procurement of hybrid / electric vehicles.
- Strategic power purchase agreements (PPAs) with green energy providers to fully cover electricity needs.

2. Energy Upgrading of Buildings:

- Replacing outdated lighting systems with LEDs, reducing electricity consumption.
- Installation of smart energy monitoring systems, which allow for the analysis and management of energy efficiency in real time.
- Thermal insulation and bioclimatic design to reduce heating and cooling energy needs.

3. Waste Management:

- Adoption of circular economy principles through recycling and reuse of materials in production processes.

4. Development of infrastructure for the conversion of organic waste into biogas, which can be used as a fuel in the transport sector.

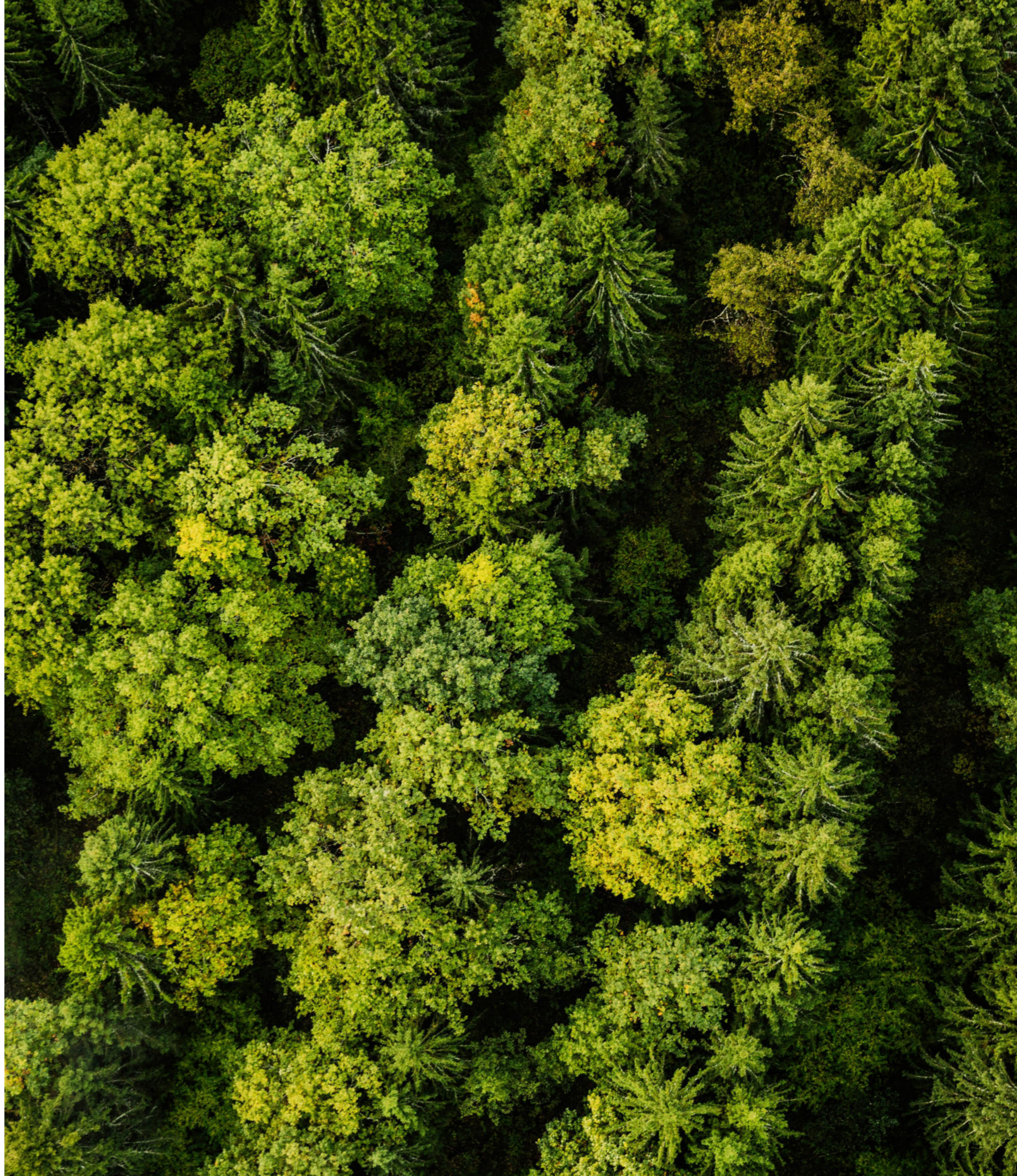
- Gradual transition to a zero-emission vehicle fleet, such as electric vehicles.
- Optimization of routes through artificial intelligence software, to reduce travel distances and fuel consumption.

DKG Development's integrated strategy highlights its commitment to addressing the climate crisis, reducing its environmental footprint, while at the same time offering innovative solutions to enhance sustainable development.

The company's main goal is to expand its carbon footprint calculations to include Scope 3 emissions, which encompass indirect emissions not directly controlled by the company but arising from its activities. These include:

- Emissions related to the supply of raw materials and services.
- Emissions from the use of buildings by customers.
- Emissions from waste disposal.
- Third-party transport related to the supply chain.

The calculation of Scope 3 emissions will allow DKG Development to obtain a more comprehensive picture of its environmental footprint and identify opportunities for improvements throughout the life cycle of its products and services. At the same time, the company will expand the calculation of Scope 1 and Scope 2 emissions to include the activities of all its construction sites as well as emissions from offices that now operate in addition to the headquarters.



6.2 Waste management and use of natural resources and raw materials

For DKG DEVELOPMENT S.A., which operates in the real estate and construction sector, the analysis of inputs, activities and outputs related to environmental impacts is crucial for waste management and implementation of sustainability strategies. These impacts may arise from its own activities or from activities at other stages of the value chain (upstream or downstream). An analysis of the inputs, activities and outputs that affect the environment, along with their impacts, is described below.



2,03 tn

Non-hazardous waste generated from excavations during construction activities



2,03 tn

Non-hazardous waste from excavations directed to disposal

1. Inputs

Inputs are the resources used to develop real estate and construction projects by DKG DEVELOPMENT. These inputs may include:

- **Raw materials:** In the construction sector, raw materials include cement, iron, steel, timber, aggregates (gravel, sand) and other materials used to construct buildings. The extraction and processing of these materials may have negative environmental impacts, such as water and air pollution, the destruction of ecosystems, and increased CO₂e emissions.
- **Energy:** The use of energy for construction activities, such as operating machinery, producing and transporting materials, may have significant impacts due to greenhouse gas emissions (CO₂, NO_x, SO_x). If the energy comes from non-renewable sources (e.g., electricity from burning fossil fuels), the environmental burden is higher.
- **Water:** The consumption of water for construction site needs (e.g., for mixing concrete, cooling machinery, hydraulic support) may lead to impacts on local hydrology, as well as water pollution if waste is not managed properly.
- **Fuels and other chemicals:** Fuels for machinery (diesel, gasoline), as well as chemical products (e.g., paints, solvents, varnishes), may cause pollution if not stored or used properly. These chemicals can end up in waste or leak into the environment.

2. Activities

Activities include all actions carried out by DKG DEVELOPMENT to complete construction projects. These activities may lead to environmental impacts:

- **Construction work:** The construction of buildings and other infrastructure includes the excavation, erection, welding, and placement of materials. These activities cause material waste (e.g., unnecessary aggregates, construction waste), emissions from machinery (CO₂, dust), and noise that affect the quality of life of local communities.
- **Transportation and supply chain:** The transportation of raw materials and other products to and from construction sites generates emissions of CO₂, NO_x, and other gases due to the use of vehicles and trucks. It may also cause traffic congestion and impacts on air quality in the construction area.
- **Waste Management:** The correct or incorrect management of waste is one of the most critical activities. Waste generated from construction sites includes solid waste (e.g., concrete fragments, wood, iron), liquid waste (e.g., sewage, chemical waste), and other types of waste. If waste is not managed properly, it may cause soil, air, and water pollution.

- **Recycling and Reuse:** DKG DEVELOPMENT S.A. may implement recycling strategies for construction site waste and reuse of materials (e.g., recycling of iron, aggregates, plastics), thus reducing the use of raw materials and the generation of waste.

3. Outputs

Emissions are the end products or impacts created by the organization's activities. In the case of DKG DEVELOPMENT S.A., emissions include:

- **Pollutant gases (CO₂, NO_x, SO_x, dust):** During construction, CO₂ and other pollutant emissions come from the use of fuels for machinery, the transportation of materials, and the burning of fuels for heating. NO_x and SO_x emissions arise mainly from the diesel fuel used in construction vehicles and machinery.
- **Construction waste:** These include materials that are not used or are left over from construction, such as wood waste, metals, cement, plastics, and other materials. The management of this waste is critical to reducing pollution and using resources efficiently.
- **Liquid waste:** Wastewater from the construction site (e.g., from cleaning machinery or workers' toilets) and chemical waste (e.g., from the use of solvents, paints, or other materials) that must be disposed of or treated in appropriate ways to avoid soil or water pollution.
- **Air pollution (dust):** Dust is a common emission during construction activities. Dust may affect the air quality around the construction site, causing negative health effects for workers and nearby residents.
- **Consumption of natural resources:** The consumption of energy, raw materials (e.g., iron, cement) and water during construction affects the local ecology and natural resources.

The energy consumption and waste generation by the users of the buildings or infrastructure projects developed by DKG DEVELOPMENT S.A. may increase the environmental burden through their operation, e.g., energy consumption and CO₂ emissions from the buildings during their use. DKG DEVELOPMENT S.A.'s sustainability strategy must include the systematic monitoring of these impacts and implementation of solutions for waste reduction, development of energy-efficient buildings, recycling of materials, as well as training of employees and partners in proper environmental management.

Waste management by a third-party contractor

DKG Development S.A. considers waste management from its activities as a critical element of its environmental strategy. In cases where management is outsourced, full compliance with legal and contractual obligations is ensured, preventing negative environmental impacts, and enhancing sustainability.

External partners are selected based on strict criteria, such as operating permits and environmental management certifications (e.g., ISO 14001), while their commitment to sustainable practices, such as recycling and waste reduction, is assessed. Contracts include clear terms for management and regular monitoring through reporting and on-site inspections.

Compliance with European and national legislation, as well as specific regulations on construction waste, is closely monitored. At the same time, annual assessments of partners' performance and overall efficiency in waste management are carried out, with the aim of continuous improvement.

This approach underlines DKG Development's commitment to sustainable development, integrating responsible environmental practices into all its activities.

Relationship with the Value Chain

DKG DEVELOPMENT's outputs and wastes do not only come from the organization's direct activities, but also from other phases in the value chain:

- Waste from suppliers (upstream in the value chain)

Organizations that provide raw materials (e.g., aggregate mining, cement production) may cause environmental burden. These wastes may affect the sustainability of the project.

- Waste from construction users (downstream in the value chain)

Aggregate Management

The company manages aggregates, also known as Excavation, Construction and Demolition Waste (ECDW), in accordance with Greek legislation and best practices in the construction industry. At least 70% of the produced ECDW is recycled, as required by Greek legislation. The basic legal framework regarding the management of ECDW is based on the following legislation:

- European Waste Catalogue (EWC)
- Law 4819/2021
- Law 4495/2017
- Joint Ministerial Decree 36259/1757/E103/2010

At the same time, it invests in raising awareness and training of its partners and suppliers on sustainable waste management.

Basic steps for the management of aggregates:

1. Waste is sorted at source to separate recyclable materials, such as concrete, bricks, metals and wood, and the separated materials are stored in appropriate areas within the construction site.
2. Subsequently, in collaboration with licensed entities, the separated materials are transported to approved recycling or disposal units.
3. It is ensured that non-recyclable materials are disposed of in licensed landfills, in accordance with environmental regulations.

Use of Natural Resources and Raw Materials

DKG Development prioritizes the sustainable use of natural resources and raw materials, reducing the environmental footprint of its projects. The procurement department adopts sustainable practices, with a preference for local suppliers, thus reducing carbon emissions associated with the transportation of materials. In addition, it promotes the use of innovative materials, such as low-carbon products and certified sustainable building materials, ensuring the quality and long-term durability of constructions.



6.3 Green Building

DKG Development, as a pioneer in the real estate development sector, integrates sustainability into every stage of its projects, aiming to create environmentally sound, durable, and high-quality constructions that meet modern environmental requirements.

DKG Development recognizes the importance of sustainable construction as an integral part of its strategy, aligned with international standards, such as **LEED** and the **WELL Building Standard**. Its commitment is demonstrated through:

- Use of energy-efficient systems and low-carbon materials.
- Integration of bioclimatic design for the optimal exploitation of natural resources.

The Imeras by DKG Development

DKG Development promotes sustainable construction through the design and construction of high energy-efficient buildings, guided by international sustainability standards. At the heart of this approach is the “Imeras” project, a pioneering three-story office building, with a total area of 3.841,5 sq.m. that combines sustainability, innovative design, and strategic location.

Key Project Features

The Imeras project, with its excellent architecture and construction quality, sets new standards in professional housing spaces in Athens. Leased long-term from the Municipality Elliniko-Argyroupoli, DKG Development is upgrading it from a derelict municipal office complex to green office spaces that will receive LEED certification.

Focus on Sustainable Urban Development

Imeras incorporates sustainable design and construction practices, contributing to the upgrading of the urban landscape.

- **LEED Certification:** The construction has been designed in accordance with international sustainability standards, promoting the reduction of energy consumption, the use of recycled materials and enhancing indoor environmental quality.
- **Energy efficiency:** Innovative solutions reduce the environmental footprint and serve the Company’s ESG goals.
- **Sustainable development:** The project aligns with the need for responsible development, contributing to a greener and more sustainable future.

Investing in the Future

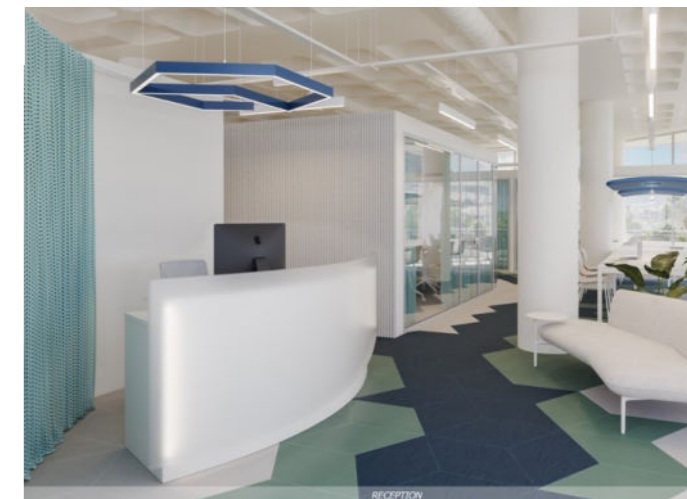
Imeras is not just a building but an investment that adds value to the future of the city and business activity.

- **Strategic location:** In close proximity to the “Ellinikon Metropolitan Park” and important urban developments, it offers direct access to services and infrastructures that will determine the future development of the area.
- **Support for innovation:** The design and functionality of the project attract organizations looking for innovative and sustainable workplaces.
- **Value creation:** Imeras is a long-term advantage for the local community and the businesses that will choose it.

With the Imeras project, our company redefines the concept of urban development, creating infrastructures that respond to modern challenges and requirements.

DKG Development’s approach to sustainable development is not limited to the environmental dimension alone but includes improving the quality of life of residents and creating projects that are functionally and aesthetically integrated into the urban fabric. This philosophy makes it a leader in the field of sustainable real estate development. A typical example of sustainable development is the redevelopment of PIRAEUS GATE, under the master plan of Tsolakis + Partners, which will offer an integrated urban development solution, combining residences, commercial

spaces, and recreation. With LEED certification ensuring the “green” specifications of the project, Piraeus is expected to become a model of sustainable urban regeneration, constituting the basis for further investments in the area. The ambitious project also includes the renovation of an old building in Piraeus, into a complex of 170 fully furnished serviced apartments, totaling 8.400 sq.m., which is expected to be completed by the end of 2026. It will be called S&S Nexus. Designed with high sustainability standards, the project will receive LEED certification, highlighting the investors’ commitment to sustainable development.



7. Society



48%

Female Labor Force Rate



0

Fatal injuries



16

New Recruitments



300

Employee training hours

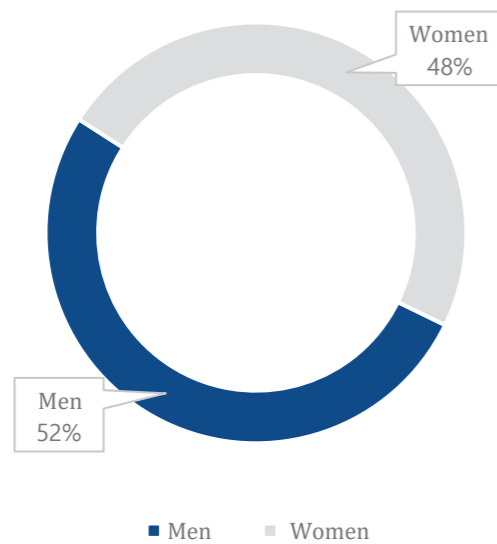


7.1 Human Capital Development and Employee Training

DKG Development recognizes the importance of human capital as a driving force for its sustainable development. The company invests in equality, inclusion, and fair treatment of its employees, while it is committed to the continuous improvement of working conditions, fair remuneration and transparency in the recruitment and management processes of personnel.

The Company's workforce in 2023, the reporting year, consists of 27 employees, of whom 13 are women and 14 are men. All of them are permanent, full-time employees, which reflects DKG Development's commitment to stable and secure jobs. In addition, there are no staff with non-guaranteed working hours or fixed-term employment, while no non-salaried associates are employed.

Number of employees, by gender



Equality and Inclusion

DKG Development has developed a management structure that highlights the value of equality and meritocracy. The company's governing authority consists of one person aged 30-50, while its senior management includes a total of four people, three of whom are women in managerial positions. This composition reflects the company's commitment to empowering women and promoting gender equality, especially in positions of responsibility.

Although women constitute 75% of the top 10% of employees and hold positions of responsibility in, their participation in the governing authority remains zero. The company recognizes this inequality and is committed to strengthening female representation at the highest levels of governance, ensuring the full utilization of the skills and leadership experience of women in the organization.




At the same time, DKG Development implements recruitment policies based on transparent criteria and provides equal opportunities to men and women, regardless of age or other characteristics. Through this commitment, the company ensures equal access to positions of responsibility and the continuous promotion of diversity within its management structure.

Collective Agreements and Labor Rights

All employees are covered by collective labor agreements, ensuring protection and transparency in working conditions. DKG Development fully complies with the required notice periods for operational changes, which last four weeks. Furthermore, no form of forced or compulsory labor is recorded.

Recruitment and Staff Mobility

During the aforesaid period, the company made 16 recruitments, strengthening the composition of its workforce with new talents. The recruitments included employees from all age groups, with 7 women and 9 men joining the company. Personnel mobility amounted to 9 employees, of which 6 were compulsory withdrawals. These processes support the company's commitment to the continuous renewal and development of its human resources.

Men	Women	Total
		
9	7	16

16

Employee Recruitment

9

Staff mobility

Training and Professional Development

During 2023, training programs were held for DKG Development employees, totalling 300 hours. In more detail:

The Development Department, consisting of 4 employees, attended training programs totalling 90 hours. The thematic modules included the basic principles of ESG and sustainable development, as well as project management and market analysis.

The Construction Department, where 8 employees participated, received a total of 120 hours of training. The modules covered concerned safety and hygiene in the workplace, as well as new technologies and sustainable construction practices.

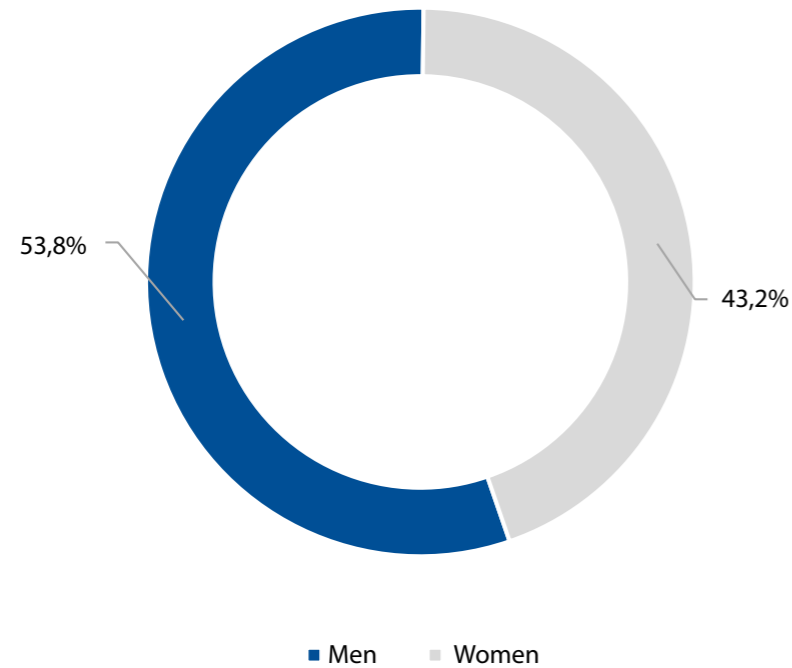
The Finance and Administration Department, with the participation of 4 employees, attended 60 hours of training programs. The topics included compliance with ESG standards in financial processes, as well as the use of data analysis and management tools.

Finally, the Marketing and Sales Department, consisting of 2 employees, participated in 30 hours of training programs. The training modules included the promotion of sustainable project elements through marketing, as well as customer relationship management.

Remuneration Policies

DKG Development implements remuneration policies based on fair treatment and transparency. The basic monthly salary for men is 1.100,00 euros, while the basic monthly salary for women is 1.100,00 euros. The total annual remuneration for men amounts to 308.000,00 euros for 14 male employees, while women receive 264.400,00 euros for 13 female employees. The Company recognizes the need to further improve the balance of remuneration, which remains a strategic goal.

Percentage distribution of total remuneration, by gender



7.1.1 Policy of Respect for Human Rights

DKG Development's human rights policy is designed to ensure the protection and promotion of fundamental human rights, in accordance with internationally recognized standards and the company's commitments to social responsibility. This policy covers the following key points:

Internationally Recognized Human Rights

DKG Development's policy covers a wide range of internationally recognized human rights, in accordance with the principles arising from important international documents, such as the Universal Declaration of Human Rights and the International Labor Organization (ILO) Conventions. The basic rights protected and promoted in the company's policy include:

- **Right to dignity and equality**

DKG Development ensures that all employees, partners, and other stakeholders are treated with respect and dignity, without discrimination based on gender, nationality, religion, disability or other category.

- **Right to freedom from forced labor**

The company rejects all forms of forced or compulsory labor and ensures that all employees work freely and with their consent.

- **Right to freedom from discrimination**

DKG Development has policies that combat all forms of discrimination, aiming at the equal treatment of all employees and partners.

- **Right to freedom of association and collective bargaining**

The company recognizes the right of employees to organize in a union and to participate in collective bargaining to defend their interests.

- **Right to safety and health**

The company's policy includes ensuring a safe and healthy working environment, taking all necessary measures to protect the health and safety of employees.

- **Right to privacy**

DKG Development is committed to protecting the personal data of employees, partners, and customers, following strict privacy and confidentiality practices.

Stakeholder Categories and Vulnerable Groups

According to its policy, DKG Development recognizes and pays special attention to the following stakeholder categories and vulnerable groups:

- **Employees and Partners**

The company emphasizes the protection of the rights of its employees, including partners, recognizing the importance of creating a working environment that is free from exploitation and discrimination. Particular attention is paid to ensuring equal opportunities and ensuring social security.

- **Women and Persons with Disabilities**

DKG Development recognizes women and persons with disabilities as particularly vulnerable groups and implements policies to promote gender equality and the integration of persons with disabilities in the working environment, by providing appropriate support structures.

- **Migrants and Refugees**

The company recognizes the particular challenges faced by migrants and refugees and implements policies that ensure their protection from any form of discrimination, promoting their integration into society and the labor market on equal terms.

- **Children and Minors**

DKG Development strictly prohibits child labor and the exploitation of minors, in accordance with international guidelines and the legal framework that protects children's rights.

- **Local Communities and Vulnerable Social Groups**

The company recognizes the impact of its activities on local communities and pays particular attention to vulnerable groups, such as the poorest populations, the elderly, and minorities. In this context, DKG Development collaborates with organizations and local authorities to protect the rights of these groups.

7.2 Employees Health and Safety

DKG Development recognizes that the health and safety of its employees is a cornerstone of its business strategy and a pillar of its corporate culture. The well-being of its human resources is not only a moral obligation, but also a determining factor in ensuring the efficiency, quality, and sustainability of its activities. For this reason, it has developed and implemented an integrated health and safety management system, which focuses on risk prevention, data analysis, systematic process evaluation and continuous improvement of its practices.

Employee training is a fundamental priority for the company, as it constitutes the main mechanism for mitigating risks and preventing accidents. Employees participate in regular training programs, designed to cover critical topics such as best practices for accident prevention, workplace risk management and the proper use of Personal Protective Equipment (PPE). Through these actions, a safety culture is strengthened, and individual and collective responsibility is reinforced, ensuring that each employee has the necessary equipment to protect themselves and their colleagues.

DKG Development invests substantially in upgrading its infrastructure and equipment, with the aim of creating safe working conditions. In this context, continuous renewal of protective equipment, such as protective helmets, gloves, and special shoes, is carried out, while innovative solutions are implemented that ensure ergonomics and safety in the workplace. Emphasis is given on the correct configuration and marking of spaces, so as to minimize the risk of accidents, and on the application of international ergonomic standards that improve both the safety and efficiency of employees. The company also attaches great importance to the systematic analysis and assessment of occupational risks. Through the occupational risk assessment study, potential risks are identified and categorized, their severity and probability of occurrence are assessed, and targeted prevention measures are implemented. This approach is based on modern data analysis methods and ensures continuous improvement of health and safety practices.

Regular safety audits and inspections are an integral part of DKG Development's daily operations. These audits include the early identification of omissions or potential risks, immediate intervention to remedy problems and systematic monitoring of compliance with safety standards. Through these actions, workplace safety is enhanced and compliance with legislative requirements is ensured.

DKG Development remains fully committed to compliance with national legislation and international health and safety standards. This commitment is reflected in the integration of legal requirements into the company's policies and procedures, ensuring that every activity is aligned with the highest standards. In this way, the company goes beyond simply complying with the law, but also lays the foundation for creating a safe, responsible, and sustainable work environment.

These indicators highlight the consistent implementation of preventive measures and the effectiveness of the company's health and safety policies. With the above practices, DKG Development ensures that the well-being and safety of its employees remain a priority, while promoting a healthy and safe working environment.



7.3 Safety and quality of construction

DKG Development is a leading name in the field of construction of advanced high-quality buildings, which combine innovative design, technical excellence, and functionality. With the main goal of providing security and value to its clients' investments, the company prioritizes the adoption and implementation of the most stringent requirements and standards of modern engineering. Every stage of the process, from the initial conception and design to the final construction, is meticulously controlled by experienced and specialized engineers, ensuring the excellent quality and durability of each project.

DKG Development stands out for the fully integrated services it offers, which cover the entire spectrum of needs in the field of real estate development. At the same time, it maintains strategic partnerships with leading international partners, enhancing its ability to provide a wide range of solutions and options. This approach results in the creation of high-quality serviced apartments that meet the needs of modern investors, offering high returns and reliable investment opportunities. In this way, the company not only strengthens the housing stock but also creates significant added value in the real estate market.

Furthermore, DKG Development combines its extensive experience with its strategic partnerships to provide constructions that stand out for their quality, safety, and aesthetics. Through its projects, the company contributes substantially to the upgrading of the urban landscape, promoting the aesthetic and functional renewal of areas, while at the same time providing reliable investment opportunities that meet the demands of the modern market.

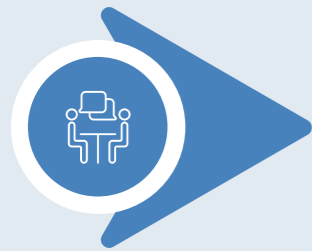
The company's commitment to sustainable development is a foundation of its strategy. DKG Development integrates circular economy principles and practices that promote sustainability into its activities. It applies environmentally friendly technologies, utilizes sustainable materials and focuses on reducing the environmental footprint of each project. In this way, the company is not limited only to creating quality and safe buildings, but also to promoting a new philosophy in the construction sector, which focuses on responsibility towards the environment and society.

- ✓ **Quality Certifications:** The Company applies international quality standards to its constructions, in order to obtain certifications according to LEED and BREEAM standards, ensuring the environmental sustainability and energy efficiency of its buildings.
- ✓ **Strategic Partnerships:** Through partnerships with leading companies, DKG Development enhances the quality of its projects, leveraging the know-how and experience of its partners.
- ✓ **Employee Training:** Includes specialization in modern market trends, such as LEED and BREEAM certifications.
- ✓ **Innovative Materials and Technologies:** The company uses modern materials and technologies in its constructions, ensuring the durability and safety of the buildings.
- ✓ **Preparation for implementation and certification according to ISO 9001:2015:** The Company ensures the observance of strict quality standards in all phases of the project, from design to implementation, enhancing safety and operational efficiency.

Through these practices, DKG Development seeks to provide a safe and healthy working environment, while ensuring the high quality and safety of its construction projects.

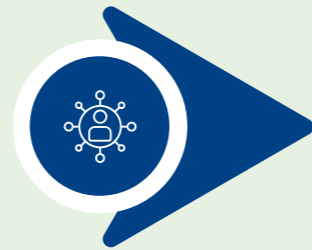
7.4 Tenant Satisfaction and Engagement

DKG Development places the tenant experience at the heart of its strategy, ensuring that the spaces it develops and manages are designed to meet modern needs with excellent quality, sustainability and functionality. The company's commitment is focused on creating properties that improve the quality of life of users, promote comfort and support sustainable living.



Serviced Apartments Development

DKG Development has developed a specialization in the serviced apartment sector, offering apartments that combine the comfort of a private home with the services of a hotel. Projects such as "Iris Serviced Apartments" in Piraeus offer fully furnished apartments, designed to meet the needs of different user profiles, such as professionals, tourists and students. At the same time, the "Moschato Hive" in Moschato is an example of adapting to the needs of the younger generation, focusing on flexibility and functionality. The company promotes a model that combines autonomy, excellent design and access to high-quality services.



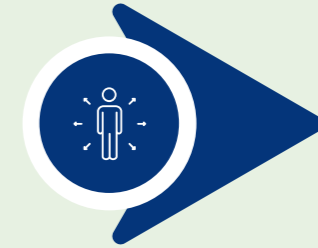
Sustainable Development and Redevelopment

Sustainability is a central element of DKG Development's strategy. The company focuses on transforming degraded areas into sustainable communities, while preserving their cultural identity. Projects such as "The Mediterranean" in Marina Zeas and the development of 1.000 serviced apartments in urban areas demonstrate its commitment to sustainable development. By using low-impact materials and implementing energy-efficient solutions, DKG Development creates properties that are environmentally friendly and serve the quality of life of their users.



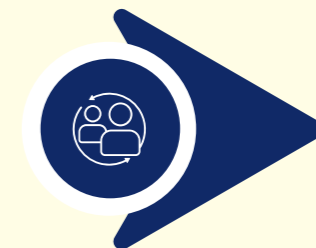
Investing in High-Quality Infrastructure

The company places particular emphasis on creating buildings that offer high aesthetics, functionality and energy efficiency. Its projects are characterized by innovative architectural design and the use of modern materials. Examples such as "Piraeus Gate", an urban regeneration project in Piraeus, demonstrate the company's ability to create projects that combine sustainability with the social and cultural upgrading of areas. High-quality infrastructure enhances the tenant experience, while offering value to investors.



Smart Technologies

DKG Development integrates cutting-edge technologies into its projects, offering tenants advanced solutions that improve their daily lives. From automatic thermostats and lighting systems to digital platforms for managing maintenance requests, the company ensures that users have access to innovative technological infrastructure. These solutions not only serve comfort, but also contribute to reducing energy consumption, enhancing the sustainability of buildings.



Modern Tenant Management Models

The company has created structures that enhance transparency and collaboration with its tenants. The after-sales support ensures that tenants constantly receive the required assistance, while the systematic maintenance of the properties guarantees that quality is maintained. Furthermore, the use of digital tools for communicating with tenants allows for the timely resolution of any problems and strengthens the relationship of trust between the company and its clients.

8. Governance



3

Women in Positions of Responsibility



8,53 million €

Financial turnover



7

Applied Operating Policies



1

Member of the Board of Directors

8.1 Organization and Administration

DKG Development recognizes that strong and transparent corporate governance is a cornerstone for sustainable development and business success. By adopting a governance model that meets the principles of accountability, integrity and transparency, the company ensures a clear allocation of roles, responsibilities, and accountability among its management authorities.

The General Meeting of Shareholders is the highest decision-making authority of the company, determining the strategic direction and fundamental priorities that support the corporate purpose, sustainable development, and the achievement of business goals. In addition, the General Meeting is responsible for selecting the member of the Board of Directors, which undertakes the supervision and management of business activities.

The Board of Directors of DKG Development is single-member body, ensuring simplified and effective decision-making processes. It does not include executive members, and currently, there are no women in management positions. However, the company encourages the participation of women in positions of responsibility, where they contribute substantially to the operation and development of the company. DKG Development is committed to strengthening the representation of women and other underrepresented groups within its workforce, promoting diversity and equal participation in decision-making processes.

The structure of the Board of Directors is designed to avoid conflicts of interest, while ensuring that decisions are aligned with the company's strategy and values. The Chairman of the Board of Directors exercises his duties as the highest executive authority, ensuring the effective implementation of the decisions of the General Meeting. To support its decisions, it collaborates closely with specialized executives and heads of departments, leveraging collective knowledge and experience.

DKG Development has adopted a transparent and merit-based process for the selection of members of the Board of Directors. This process is carried out by the General Meeting of Shareholders, with the main selection criteria being professional experience, qualifications, and the ability to support the company's strategic goals.

As part of its commitment to responsible governance, the company implements a remuneration policy that is directly linked to the company's performance and results at an individual and corporate level. The Board of Directors' remuneration is determined based on key performance indicators (KPIs), such as profitability growth, sales, and cost reduction, reinforcing the management's connection to sustainable development goals. In addition, remuneration is competitive and takes into account market conditions, ensuring transparency and fair evaluation.

The annual remuneration of the highest paid executive amounts to 36.000 euros, while the average compensation of employees is 21.200 euros. During the last period, there were no increases in remuneration, which underlines the company's commitment to financial stability and responsible management of resources.

At the same time, the company invests in the continuous development of its human resources, supporting the training and empowerment of executives in positions of responsibility. By adopting these strategies, DKG Development promotes the enhancement of organizational transparency and operational efficiency, actively contributing to sustainability and value creation for all stakeholders.

DKG Development's commitment to responsible corporate governance is reflected in its structures, policies, and practices, which form the basis for long-term business development and the creation of a positive impact on society and the environment.

Konstantinos PETRIDIS Chairman of the BoD and CEO

Under the leadership of Konstantinos Petridis, DKG Development integrates the principle of responsible governance and sustainable development into its strategy. As Chairman of the Board of Directors and CEO, Mr. Petridis combines strategic insight with operational effectiveness, ensuring that the company's decisions enhance transparency, efficiency, and value for all stakeholders.

8.1.1 Role of management and senior executives in relation to sustainable development

The Board of Directors (BoD) of DKG Development plays a central role in the governance of the company, being responsible for the development, approval and updating of all the organization's processes. Through strategic decisions and continuous communication with staff and partners, the BoD ensures that sustainability goals are fully integrated into the company's operations. Furthermore, the BoD takes into account the guidelines of international standards when evaluating the processes, focusing on the economic, environmental and social impacts of the company's activity.



Assigning Responsibilities for Risk Management

DKG Development assigns the management of the company's impacts to senior executives, who are responsible for developing strategies and monitoring results. This responsibility includes managing the financial, environmental, and social dimensions of the company's activity. At the same time, employees contribute through the implementation of daily policies and initiatives that support sustainability goals. DKG Development ensures that all stakeholders are informed and committed to the implementation of the company's strategies.



Review and Approval of Sustainability Information

Management is responsible for reviewing and approving the sustainability information disclosed by the company. This process includes collecting data from the competent departments, such as the environment department and the human resources department and assessing material issues. This information is used to prepare sustainability reports that reflect the company's performance. The reliability and transparency of the reports are ensured through audits by specialized executives or committees, while final approval is made by the Board of Directors before disclosure.



Strengthening Management's Knowledge of Sustainability

DKG Development invests in strengthening the collective knowledge and experience of management on sustainability issues. This is achieved through educational programs, participation in conferences and collaborations with experts. In addition, the company has established internal sustainability teams that promote collaboration and strategy development, reinforcing management's commitment to sustainable development.

The Board of Directors of DKG Development ensures that sustainability principles guide the company's strategy. Through clear processes, allocation of responsibility and development of management knowledge, the company achieves transparency, accountability, and sustainable development.

8.1.2 Evaluation of management performance

DKG Development implements a comprehensive and transparent assessment system to manage its economic, environmental, and social impacts, aligned with sustainability principles. The process includes the definition of clear sustainability goals and performance indicators (KPIs), such as resource efficiency, CO2 emission reduction and social responsibility, which are systematically monitored through regular reporting.

The assessment includes both internal and external audits. Internal sustainability committees monitor progress and suggest improvements, while external assessments by independent authorities ensure compliance with international standards, such as ISO and GRI. The results of the assessments are presented to management, which takes corrective actions and incorporates new strategies for continuous improvement.

Stakeholders' engagement is a key element of the process, with feedback collected through surveys and consultations, enhancing accountability and transparency. The results are communicated through regular reports, while management adjusts its strategies, setting more ambitious sustainability goals.

DKG Development is constantly upgrading its strategy by reviewing policies, creating new positions of responsibility, such as a sustainability chief, and training staff. With these initiatives, the company is enhancing efficiency, reducing its impact, and promoting responsible business development.



8.2 Business ethics and integrity

DKG Development is committed to maintaining high standards of ethics and integrity in every aspect of its business activities. Our company firmly believes that transparency, honesty, and accountability are the foundations for building long-term relationships of trust with customers, partners, investors, and the wider community.

Basic Principles of Business Ethics

1

Transparency

DKG Development ensures that all transactions, projects, and partnerships are conducted with complete transparency. Detailed reports and updates are provided on a regular basis, so that all stakeholders have a complete picture of the projects' progress.

2

Honesty and Integrity

Our company is committed to always acting with honesty and integrity, ensuring that all decisions and actions are in accordance with the highest ethical standards.

3

Responsibility

Responsibility is a core of our business practices. We recognize the importance of managing all projects with due care and respecting our commitments to clients and partners.

Code of Conduct

Our company has established a Code of Conduct that sets out the ethical and professional principles that guide our daily operations.

This Code includes:



Respect for people

We are committed to a workplace without discrimination and where all employees and partners are treated with respect.



Responsibility towards society

We aim to advance social well-being through actions that promote the community and protect the environment.



Legal compliance

We produce and implement policies that ensure that our company remains within the legal frameworks in all areas of its activity.

The organization, through its management, tries to exhaust all means so that both its cooperation with other organizations and its internal operation are governed by transparency, professionalism, consistency, diligence and systematicity. Specifically, all decisions of the authorities are checked for their validity by the respective managers and the legal department. All employees are aware of the organization's commitments to customers and partners and ensure timely and valid information to third parties, in consultation with the management. All social and legal obligations that govern companies in general, as well as the organization's values, goals, and human-centered approach of the organization, have been communicated by the management to the employees and through dialogue and communication, are constantly checked and developed.

DKG Development, through its strong commitment to business ethics and integrity, seeks to remain a model company that deserves the trust of customers and the market. For us, these values are not just theoretical concepts but are an integral part of our strategy and daily practice.

8.2.1 Critical issues notification

DKG Development has established procedures and mechanisms that ensure timely and effective communication of critical issues related to sustainability, economy, environment, and society. These issues are communicated to the highest governance authority, the Board of Directors, through an organized framework.

The relevant departments of the company, such as the environment department, the human resources department and the corporate social responsibility department, regularly prepare reports that include important data and issues that affect the company's strategy and operations. Management evaluates these issues and provides a comprehensive summary to the Board of Directors, covering topics such as environmental risks, social developments, and financial impacts.

This framework ensures that critical issues are addressed in a timely manner, enhancing decision-making and transparency in the company's operations. In this way, DKG Development effectively manages sustainability-related challenges while aligning with stakeholder expectations.

8.2.2 Complaints management mechanisms

DKG Development recognizes the importance of effective complaint management and has developed a comprehensive approach that ensures transparency, fairness, and accountability, aiming to protect the rights of all stakeholders and promote sustainable development.

Internal Complaint Management Mechanisms

Internal management mechanisms serve as the first line of complaint handling, designed to ensure security, accessibility, and transparency. The company provides easily accessible reporting channels, such as electronic platforms and telephone helplines, that allow stakeholders to submit complaints safely and anonymously, avoiding the fear of retaliation.

Complaints are recorded by a dedicated complaints management committee, which consists of senior executives and specialized personnel. This committee ensures that each issue is analysed with objectivity and impartiality, while the necessary actions are immediately implemented to resolve it. At the same time, internal procedures allow for reporting of issues related to labour practices, environmental concerns, and social responsibility, strengthening trust between the company and stakeholders.

External Complaint Management Mechanisms

DKG Development complements internal mechanisms with external dispute resolution options, ensuring transparency and fairness. External mechanisms include:

- Mediation and Negotiation: Used to resolve disputes with external partners, local communities, and other stakeholders, promoting collaboration to find mutually acceptable solutions.

- **Participation in Collective Agreements:** The company complies with complaint mechanisms outlined in collective or sectoral agreements, enhancing accountability within the industry.
- **Cooperation with Independent Entities:** Independent mediators provide objective examination and contribute to the resolution of complex issues, particularly those related to environmental, social, or human rights.
- **Government and International Organizations:** In more serious cases, the company collaborates with public or international organizations to manage complaints and provide compensation, where required.

Corrective Measures and Impact Remediation

DKG Development takes full responsibility for addressing negative impacts by implementing corrective measures and remedial actions. These actions include:

- **Environmental Remediation:** Collaborating with scientific entities to plant trees, restore biodiversity and improve the environment.
- **Improving Working Conditions:** Strengthening policies that ensure the well-being of employees, while addressing issues reported through complaint mechanisms.
- **Financial Compensation:** Provision of financial compensation to affected groups, when deemed necessary.
- **Monitoring of the implementation of corrective measures** is carried out through regular reports, which include the number of complaints, their resolution time and the effectiveness of the measures taken.

Stakeholder Engagement

DKG Development integrates the voice of stakeholders into its complaint mechanisms. Through surveys, consultations and interviews, opinions and suggestions are collected that assist to continuously improve processes. The company ensures open communication and the availability of accessible channels, enhancing transparency and accountability.

Continuous Improvement

DKG continuously evaluates its complaint mechanisms, incorporating improvements based on feedback from internal and external stakeholders. At the same time, it implements training programs to inform and train its staff, enhancing the skills and knowledge of employees in complaint management and sustainability issues.

With this integrated system, DKG Development demonstrates its commitment to sustainable development and responsible business practice, ensuring that stakeholder issues are addressed with professionalism, sensitivity, and transparency.



8.3 Company codes and policies

DKG Development implements multi-dimensional mechanisms for the effective communication of its policy commitments. Employees are informed through training, internal communications, and the Code of Conduct, while business partners and suppliers are informed through contractual clauses and guidelines. In addition, the company, with 2023 as its reporting year, discloses periodic sustainability reports, participates in public events, and encourages stakeholder participation through open communication processes, ensuring the understanding and integration of its policies across all levels.

External Assurance Policy

The company implements an External Assurance Policy, which is a key pillar for transparency and accountability in its activities. This policy focuses on ensuring the quality and reliability of the information provided, ensuring the independent and objective assessment of critical data and processes. The successful implementation of the policy is based on close cooperation between the Board of Directors, which approves and oversees the overall process, and senior executives, who are responsible for its daily implementation. The participation of all parties involved ensures that the process remains aligned with best practices, strengthening credibility and corporate governance.

This specific policy supports the company's commitment to accountability and transparency, further strengthening its reputation in the market and its relationships with stakeholders.

Impact Management Policy

The company's Impact Management Policy aims to provide a prompt and coordinated response to any situation that may arise, with the aim of minimizing risks and effectively addressing impacts. A key principle of this policy is the immediate notification of all involved stakeholders and authorities of the company, in order to ensure cooperation and joint assessment of risks, possible outcomes and necessary measures.

This approach promotes informed decision-making, strengthening the company's resilience in cases of crises or unforeseen events. At the same time, it ensures that the company remains consistent in its commitments to responsible and sustainable operation.

Performance-based Remuneration Policy

The Performance-based Remuneration Policy promotes the link between remuneration and performance at both the individual and corporate levels, through specific and measurable key performance indicators (KPIs). These indicators include goals, such as increasing profitability, achieving sales, and reducing costs, enhancing the company's strategic focus and efficiency.

This policy ensures transparency and competitiveness, ensuring that remuneration remains attractive to talented executives, while promoting clarity in the process of determining it, so that all parties involved fully understand the terms. This approach aligns executives' motivations with the company's strategic goals, strengthening their commitment to sustainable growth and success in the long term.

Human Rights Policy

DKG Development is committed to implementing a policy that promotes respect for human rights at all levels of its operations, both internally and in relations with external partners. Its policy ensures that all employees, partners, and suppliers are treated fairly, without discrimination and without the risk of exploitation or forced labor. To achieve this commitment, DKG Development incorporates clauses in contracts with partners and assesses its supply chain, ensuring compliance with international standards. DKG Development considers the needs of vulnerable groups, offering equal opportunities and protection from discrimination.

The implementation of the policy is implemented at three levels: the Board of Directors and the Management Committee oversee and approve strategic policies, senior executives and the sustainability department are responsible for daily implementation and monitoring, while middle management and departments, such as those responsible for human resources and legal affairs, ensure the protection of employee rights and their training.

Sustainable Development Policy

DKG Development, a leader in the construction and development of real estate, promotes sustainable development as its core strategy, creating value that benefits current and future generations. Its strategy includes reducing its environmental footprint using energy-efficient technologies and renewable energy sources, implementing sustainable building principles with low-impact materials, and recycling and waste reduction strategies. The company promotes social well-being by ensuring a safe working environment, supporting equality and diversity, and investing in the training and development of its employees, promoting innovation. Economic resilience is based on responsible business practices, transparency in governance and cooperation with responsible suppliers.

Environmental Policy

DKG Development is committed to responsible and sustainable development, recognizing environmental challenges, and seeking to reduce its impact. The company complies with national and international environmental legislation, promoting sustainable development strategies. Strategic objectives include reducing CO₂ and greenhouse gas emissions, promoting energy efficiency and the use of renewable sources, implementing sustainable design and green construction, reducing waste, protecting the natural environment, and restoring ecosystems. It aims to educate and raise awareness among staff and contribute to the achievement of the Sustainable Development Goals (SDGs), seeking continuous improvement through environmental management systems.

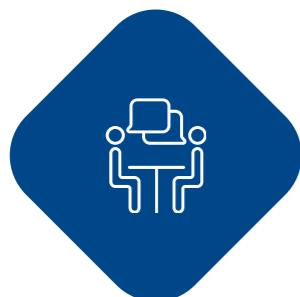
Strategic actions include a thorough environmental impact assessment prior to each project, the promotion of certified "green" buildings (e.g., LEED, BREEAM), the implementation of recycling and reuse of materials, and collaboration with local communities and environmental organizations. DKG Development continues to innovate with the aim of minimizing environmental impacts and enhancing sustainability.

8.4 Transparency and Compliance with laws and regulations

DKG Development is fully committed to the principle of transparency and compliance with applicable laws and regulations, strengthening its credibility and reputation as a responsible construction company.

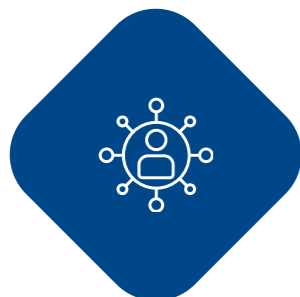
Process transparency

The company implements policies and practices that ensure transparency at all stages of its projects. This includes:



Transparency of bidding processes

All supplier and partner selection processes are based on clear criteria and are made public to interested parties.



Project Progress Reporting

Regular updates are provided to clients and partners on project progress, with full transparency regarding schedule and budget.



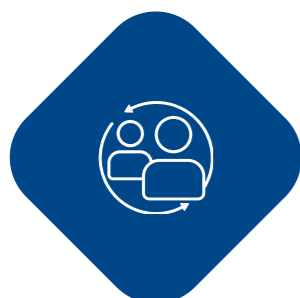
Risk Management

DKG Development implements strict risk management controls, taking full responsibility for results and safeguarding the interests of clients. At the same time, it manages financial risks to reduce exposure to economic crises.



Crisis Management

DKG Development implements crisis management strategies to enhance the company's long-term resilience to external or internal crisis situations. Specifically, a crisis response plan and a business disruption management plan are implemented.



Adherence to schedules and budgets

Without affecting the quality of construction, the schedule is strictly adhered to within the financial framework that has been set.

Compliance with Laws and Regulations

DKG Development ensures that all its activities comply with Greek and international legislation. Specifically:

Environmental compliance

Its projects comply with environmental licensing requirements and implement sustainable development practices.

Health and safety

The company follows strict safety standards for protection of employees and prevention of accidents, as required by national legislation.

ISO Certifications

DKG Development is in the process of certifying its quality assurance system under ISO 9001:2015, reaffirming its commitment to quality management systems and compliance with international best practices.

Resilience and Flexibility in Regulatory Frameworks

DKG Development is preparing to adapt to stricter regulations and to integrate sustainability and environmental impact requirements into its processes. The company constantly monitors changes in laws and regulations to ensure its compliance with the strictest requirements, such as regulations for environmental protection, safety and working conditions.

It is worth emphasizing that the company had no incidents of non-compliance with laws and regulations during the reporting period, as well as no cases of corruption. Also, no violations of business ethics were caused. Finally, there were no data security incidents and privacy violations.



8.5 Company financial performance

2023 was a landmark year for DKG DEVELOPMENT, recording excellent financial results and strengthening its forward momentum in the sector. Turnover increased by over 140% compared to the previous year, reaching €8,5 million, reflecting the effectiveness of the development strategy and the high performance of its activities. At the same time, the company remained committed to sustainable development, implementing strict transparency standards.



8,53 million €

Economic value generated



1,65 million €

Economic value distributed

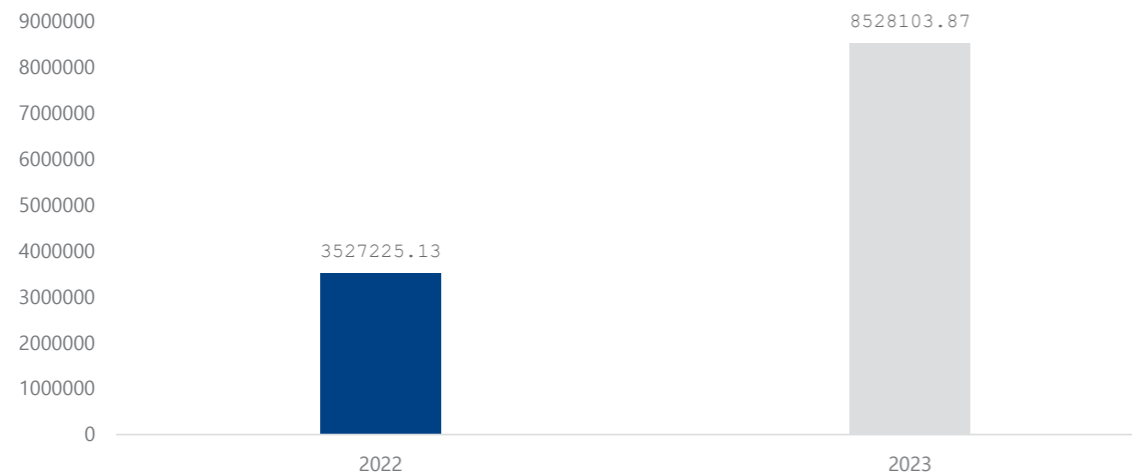


6,58 million €

Total operating expenses

By strengthening its reserves and continuously improving its capital base, DKG DEVELOPMENT focuses on creating long-term value for shareholders, partners and society.

In addition, it incorporates practices that promote sustainability, such as adoption of modern technologies, enhancement of energy efficiency in its operations and strengthening of responsible corporate governance. We are committed to continuing with the same determination, focusing on environmental, social and economic criteria that support sustainability and development.



Economic Value Table 2022-2023

Category	2023	2022
Turnover	€ 8.528.103,87	€ 3.527.225,13
Earnings before Interest and Taxes	€ 2.150.963,3	€ 270.119,57
Earnings after Tax	€ 1.648.369,1	€ 199.631,25
Total Assets	€ 5.117.449,33	€ 1.190.487,7
Net Worth	€ 2.070.341,33	€ 420.562,23



9. Alignment Tables

GRI content index

Statement of Use	DKG Development prepared this report in accordance with the GRI standards for the reporting period from 01/01/2023 to 31/12/2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable sector standards	GRI

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REFERENCE	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENTS/ OMISSIONS	JUSTIFICATION	EXPLANA- TION	
General Disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	page 4				
	2-2 Entities included in the organization's sustainability report	page 4				
	2-3 Reporting period, frequency and contact point	page 4				
	2-4 Restatements of information	page 4				
	2-5 External assurance	page 4				
	2-6 Activities, value chain and other business relationships	page 7				
	2-7 Employees	page 38				
	2-8 Workers who are not employees	page 38				
	2-9 Governance structure and composition	page 48				
	2-10 Nomination and selection of the highest governance body	page 48				
	2-11 Chair of the highest governance body	page 48				
	2-12 Role of the highest governance body in overseeing the management of impacts	page 49				
	2-13 Delegation of responsibility for managing impacts	page 49				
	2-14 Role of the highest governance body in sustainability reporting	page 49				
	2-15 Conflict of interest	page 48				
	2-16 Communication of critical concerns	page 53				
	2-17 Collective knowledge of the highest governance body	page 48				
	2-18 Evaluation of the performance of the highest governance body	page 50				
	2-19 Remuneration policies	page 48				
	2-20 Process to determine remuneration	page 48				

	2-21 Annual total compensation ratio	page 48				
	2-22 Statement on sustainable development strategy	page 22				
	2-23 Policy commitments	page 52				
	2-24 Embedding polity commitments	page 52				
	2-25 Processes to remediate negative impacts	page 54				
	2-26 Mechanisms for seeking advice and raising concerns	page 53				
	2-27 Compliance with laws and regulations	page 59				
	2-28 Membership associations	2				
	2-29 Approach to stakeholder engagement	page 18				
	2-30 Collective bargaining agreements	page 39				

Material Topics

GRI 3: Material Topics 2021	3-1 Process for identifying material topics	page 19				
	3-2 List of material topics	page 21				

Financial performance

GRI 3: Material Topics 2021	3-3 Management of material Topics					
GRI 201: Financial performance 2016	201-1 Direct economic value generated and distributed	page 60				
	201-2 Financial implications and other risks and opportunities due to climate change	<p>Risk 1: Extreme Weather Events (Natural Risk)</p> <ul style="list-style-type: none"> - The risk from extreme weather events, such as floods, droughts, and extreme temperatures, is related to the increasing impacts of climate change. - Extreme weather events can cause disruptions to the organization's operations, such as plant closures, production delays, product losses and/or infrastructure damage. - In areas with a high risk of flooding or drought, the organization may also face severe supply chain disruptions. <p>Risk 2: Increasing Regulatory Requirements for CO2 Emissions (Regulatory Risk)</p> <ul style="list-style-type: none"> - The risk from stricter regulatory requirements to reduce CO2 and other greenhouse gas emissions can affect the organization, especially if its activity requires high emissions or intensive energy use. - Significant investments in technologies or processes may be required to reduce emissions. - Fines or restrictive measures may be imposed if the organization does not comply with the new regulations. - Increase in production costs due to the implementation of new technologies to upgrade or replace polluting devices. 				

		<p>Opportunity 1: Developing New Markets for Sustainable Products (Market Opportunity)</p> <ul style="list-style-type: none"> - The shift towards sustainable products and services, due to the increasing demand for environmentally friendly products, is an opportunity to develop new markets and differentiate. - Increased demand for products with a reduced environmental footprint and potential for differentiation from the competition. - Expansion of the customer base, especially among consumers and businesses that prefer sustainable products. 				
	201-3 Liabilities from defined benefit plans and other retirement plans	0				
Indirect economic impacts						
GRI 3: Material Topics 2021	3-3 Management of material Topics					
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	0				
Contracting practices						
GRI 3: Material Topics 2021	3-3 Management of material Topics					
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	42,85%				
Fighting corruption						
GRI 3: Material Topics 2021	3-3 Management of material Topics					
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	page 58				
	205-2 Communication and training on anti-corruption policies and procedures	page 53				
	205-3 Confirmed incidents of corruption and actions taken	page 59				
Energy						
GRI 3: Material Topics 2021	3-3 Management of material Topics					
GRI 302: Energy 2016	302-1 Energy consumption within the organization	page 26				
	302-2 Energy consumption outside the organization	page 26				
	302-3 Energy intensity	page 27				
	302-4 Reduction of energy consumption	page 28				
	302-5 Reduction of energy requirements of products and services	page 28				
Water and wastewater						
GRI 3: Material Topics 2021	3-3 Management of material Topics					

GRI 303: Water and wastewater 2018	303-1 Interactions with water as a shared resource	<p>1. Water Pumping The need for water in construction projects includes its use for various activities, such as:</p> <ul style="list-style-type: none"> - Water pump for construction site use: Water is usually pumped from public or private sources to meet the needs of the construction site, for example, for concreting, cleaning tools or the necessary humidity for proper execution of some projects. - Groundwater pump: In cases of projects that require excavation, such as foundations or undergrounding, a groundwater pump may be necessary to remove groundwater and keep the construction site safe and stable. - Pumping from natural sources: Especially in more remote areas, the water pump may come from rivers, lakes, or boreholes. <p>Excessive pumping of water from natural sources can lead to the degradation of ecosystems and the depletion of local water resources.</p> <p>2. Water Consumption During construction, water is used in many applications:</p> <ul style="list-style-type: none"> - Concreting processes: Concrete requires significant amounts of water to mix the materials and set properly. - Cleaning: Water is used to clean equipment, machinery, and surfaces. - Cooling and mixing of materials: In some cases, such as the use of materials that require moisture to mix or stabilize (e.g., sand or mortar), water is consumed. <p>The consumption demand for water in construction projects can increase significantly, with the intensity of consumption depending on the nature of the project and its scale.</p> <p>3. Water Disposal</p> <ul style="list-style-type: none"> - Disposal of wastewater: Water used in construction activities, especially in processes such as concreting or cleaning, may contain chemical residues (such as salts, petroleum products, etc.). If not properly treated, this water can contaminate surface or groundwater and cause serious environmental damage. - Stormwater discharge (raw runoff): In the case where the project involves open spaces or excavations, runoff from rain or water use may contain contaminants (concrete, soil, fuels, etc.). If this runoff is not properly managed through treatment or drainage systems, it can contaminate local water resources or cause flooding. 				
	303-3 Water withdrawal	Not available				

	303-5 Water consumption	248 m3				
Biodiversity						
GRI 3: Material Topics 2021	3-3 Management of material Topics					
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	0				
	304-2 Significant impacts of activities, products, and services on biodiversity	The overall operation of the company and its activities in general do not result in any direct or indirect negative impacts on the environment, biodiversity, or local communities. The company applies strict rules of sustainability and responsible operation, ensuring that its activities do not negatively burden the ecosystem and the social fabric.				
	304-3 Habitats protected or restored	Our company has developed and is implementing a comprehensive plan to minimize the unavoidable negative impacts of our activities. In this context, we have taken specific mitigation measures aimed at maintaining the value and functionality of priority services. These include: 1. Impact assessment and monitoring. 2. Development of sustainable practices. 3. Investment in technologies and processes with a low environmental footprint. 4. Continuous training and awareness-raising. 5. Restoration and regenerative management strategy. With the continued implementation of these measures, our company aims to maintain the value and functionality of priority services, while ensuring sustainability and minimizing negative impacts on society and the environment.				
Emissions						
GRI 3: Material Topics 2021	3-3 Management of material Topics					
GRI 305: Emissions 2016	305-1 Direct greenhouse gas emissions (Scope 1)	page 27				
	305-2 Energy indirect (Scope 2) GHG emissions	page 27				
	305-4 GHG emissions intensity	page 27				
	305-5 Reduction of GHG emissions	page 28				
	305-6 Emissions of ozone-depleting substances (ODS)	Not available				
Waste						

GRI 3: Material Topics 2021	3-3 Management of material Topics					
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	page 30				
	306-2 Management of significant waste-related impacts	page 30				
	306-3 Waste generated	page 30				
	306-4 Waste diverted from disposal	page 30				
	306-5 Waste directed to disposal	page 30				
Environmental assessment of suppliers						
GRI 3: Material Topics 2021	3-3 Management of material Topics					
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	5				
Employment						
GRI 3: Material Topics 2021	3-3 Management of material Topics					
GRI 401: Employment 2016	401-1 Total number of hires and turnover rate	page 39				
	401-2 Benefits provided to full-time employees	page 38-39				
	401-3 Parental leave	0				
Labor/Management Relations						
GRI 3: Material Topics 2021	3-3 Management of material Topics					
GRI 402 : Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	page 39				
Occupational Health and Safety						
GRI 3: Material Topics 2021	3-3 Management of material Topics					
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	page 41				
	403-2 Hazard identification, risk assessment and incident investigation	page 42				
	403-3 Occupational health services	page 42				
	403-5 Employee training on occupational health and safety	page 42				
	403-6 Employee health promotion	page 42				
	403-8 Employees covered by an occupational health and safety management system	page 42				
	403-9 Work-related injuries	page 42				
	403-10 Work-related diseases	0				
Education and Training						
GRI 3: Material Topics 2021	3-3 Management of material Topic					
GRI 404: Education and Training 2016	404-1 Average hours of training per year per employee	page 39				
	404-2 Programs for upgrading employee skills and transition assistance programs	page 39				

Diversity and equal opportunities						
GRI 3: Material Topics 2021	3-3 Management of material Topics					
GRI 405: Diversity and Equal Opportunities 2016	405-1 Diversity of governance bodies and employees	page 38				
	405-2 Ratio of basic salary and remuneration of women to men	page 40				
Non-discrimination						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	page 40				
Forced or Compulsory Labor						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 409: Forced or Compulsory Labor 2016	409-1 Businesses and suppliers at significant risk for incidents of forced or compulsory labor	page 40				
Supplier Social Assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers screened using social criteria	0				
	414-2 Negative social impacts in the supply chain and actions taken	0				
Customer privacy						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 418: 2016	418-1 Substantiated complaints about breaches of customer privacy and losses of customer data	page 59				

ATHEX		
ID	Indicator	Reference
C-E1	Total Scope 1 Greenhouse Gas Emissions	page 27
C-E1	Direct economic value generated	page 60
C-E2	Total Scope 2 Greenhouse Gas Emissions by location	page 26
C-E3	Non-renewable fuel consumption	page 26
C-E3	Energy generation	0 KWh
C-E3	Electricity purchased for consumption	page 26
C-E3	Renewable fuel consumption	0 KWh
C-E3	Energy generated from renewable sources	0 KWh
A-E2	Climate change opportunities and risks that can significantly impact the organization	Risk 1: Extreme Weather Events (Natural Risk) - The risk from extreme weather events, such as floods, droughts, and extreme temperatures, is related to the increasing impacts of climate change.

		<ul style="list-style-type: none"> - Weather-related extreme events can cause disruptions to the organization's operations, such as plant closures, production delays, product losses, and/or infrastructure damage. - In areas with a high risk of flooding or drought, the organization may also face severe supply chain disruptions. <p>Risk 2: Increasing Regulatory Provisions for CO2 Emissions (Regulatory Risk)</p> <ul style="list-style-type: none"> - The risk from stricter regulatory requirements to reduce CO2 and other greenhouse gas emissions can affect the organization, especially if its activity requires high emissions or intensive energy use. - Significant investments may be required in technologies or processes to reduce emissions. - Fines or restrictive measures may be imposed if the organization does not comply with new regulations. - Increased production costs due to the implementation of new technologies to upgrade or replace polluting devices. <p>Opportunity 1: Developing New Markets for Sustainable Products (Market Opportunity)</p> <ul style="list-style-type: none"> - The shift towards sustainable products and services, due to the increasing demand for environmentally friendly products, is an opportunity to develop new markets and differentiate. - Increased demand for products with a reduced environmental footprint and potential for differentiation from the competition. - Expansion of the customer base, especially among consumers and businesses that prefer sustainable products.
A-E3	Hazardous waste generated	0 tn
A-E3	Non-hazardous waste generated	page 30
A-E5	Locations in biodiversity sensitive areas	0
SS-E2	Significant NOx emissions	Not available
SS-E2	Significant SOx emissions	Not available
SS-E2	Significant VOC emissions	Not available
SS-E2	Significant PM emissions	Not available
SS-E3	Surface water abstraction	Not available
SS-E3	Groundwater abstraction	Not available
SS-E3	Seawater abstraction	Not available
SS-E3	Water abstraction generated	Not available
SS-E3	Water consumption	248 m3
SS-E3	Total volume of water recycled and reused	Not available

SS-E4	Interactions with water	<p>1. Water Pumping The need for water in construction projects includes its use for various activities, such as:</p> <ul style="list-style-type: none"> - Water pump for construction site use: Water is usually pumped from public or private sources to meet the needs of the construction site, for example, for concreting, cleaning tools or the necessary humidity for the proper execution of some projects. - Groundwater pump: In cases of projects that require excavation, such as foundations or undergrounding, a groundwater pump may be necessary to remove groundwater and keep the construction site safe and stable. - Pumping from natural sources: Especially in more remote areas, the water pump may come from rivers, lakes, or boreholes. Excessive pumping of water from natural sources can lead to degradation of ecosystems and depletion of local water resources. <p>2. Water Consumption During construction, water is used in many applications:</p> <ul style="list-style-type: none"> - Concreting processes: Concrete requires significant amounts of water to mix the materials and set properly. - Cleaning: Water is used to clean equipment, machinery, and surfaces. - Cooling and mixing of materials: In some cases, such as the use of materials that require moisture to mix or stabilize (e.g., sand or mortar), water is consumed. <p>The consumption demand for water in construction projects can increase significantly, with the intensity of consumption depending on the nature of the project and its scale.</p> <p>3. Water Disposal</p> <ul style="list-style-type: none"> - Disposal of wastewater: Water used in construction activities, especially in processes such as concreting or cleaning, may contain chemical residues (such as salts, petroleum products, etc.). If not properly treated, this water can contaminate surface or groundwater and cause serious environmental damage. - Stormwater discharge (raw runoff): In the case where the project involves open spaces or excavations, runoff from rain or water use may contain contaminants (concrete, soil, fuels, etc.). If this runoff is not properly managed through treatment or drainage systems, it can contaminate local water resources or cause flooding.
SS-E4	Identification of water-related impacts and description of the impacts of significant risks and opportunities related to water and marine resources	<p>Water and marine resource management is critical for business sustainability, especially in the context of climate change, as the impacts of resource depletion, pollution and climate change can have serious consequences for economies, societies, and ecosystems.</p> <p>Risk 1: Water Scarcity and Water Resource Degradation</p> <p>(a) Risk Description: Increasing pressure on water resources due to climate change, population growth and overexploitation can lead to a shortage of drinking water and the degradation of aquatic ecosystems (e.g., rivers, lakes, aquifers).</p>

		<p>Salinity and water pollution are also serious problems in many regions.</p> <p>(b) Risk management methods:</p> <ul style="list-style-type: none"> - Implementation of water saving technologies (e.g., water recycling systems, automation to reduce waste). - Investment in sustainable water sources (e.g., upgrading water treatment and recycling infrastructure). - Crisis management and supply chain strategy to minimize impacts during periods of water shortage. <p>Risk 2: Marine Pollution (Natural Risk)</p> <p>(a) Risk Description:</p> <p>Marine pollution from oil, plastic and chemical waste is a significant risk affecting marine areas, the ecosystem, and coastal communities. Increasing pollution is causing serious harm to marine life and may affect tourism and fishing activities.</p> <p>(b) Risk Management Methods:</p> <ul style="list-style-type: none"> - Implement preventive measures to avoid pollution: Develop policies and practices to reduce the use of plastics and other pollutants. - Create restoration and cleanup strategies: Invest in sea cleaning technologies and collaborate with government agencies and organizations to protect the marine environment. - Strengthen collaboration with the local tourism and fisheries sector to support sustainable practices and integrate environmental protection into development strategies. <p>Opportunity: Sustainability in the Fisheries and Tourism Sector (Market Opportunity)</p> <p>(a) Opportunity Description:</p> <p>A shift towards sustainable and responsible practices in the fisheries and tourism sector can create new markets for products and services with a low environmental footprint.</p> <p>(b) Opportunity Impact Description:</p> <ul style="list-style-type: none"> - Increase demand
SS-E4	Addressing water-related impacts	<p>DKG Development S.A. addresses water-related impacts with the following practices:</p> <ul style="list-style-type: none"> - Water Consumption Reduction: In its projects, it implements water-saving systems, such as modern hydraulic systems and rainwater recycling. - Collaboration with Suppliers and Customers: It collaborates with suppliers to promote sustainable technologies and with customers to install water-saving systems in delivered buildings. - Collaboration with Local Authorities: It collaborates with local authorities for the protection and sustainable management of water resources in project areas.
SS-E6	Project cancellations and delays	0
SS-E7	Critical raw materials	<p>DKG Development S.A. regularly monitors trends and developments at EU and international level regarding critical raw materials, as defined by the European Commission. For the company, these raw materials include materials such as lithium, cobalt, nickel, phosphorus, and others</p>

		that are essential for the production of technological products, such as batteries, electronics and renewable technologies. DKG assesses the importance of these raw materials and analyzes the availability and risks associated with their inclusion in the supply chain.
C-S1	Approach to stakeholder engagement and participation	page 18
C-S2	Total number of female employees	page 39
C-S2	Total number of employees by region	page 39
C-S3	Women in management positions	page 38
C-S3	Total number of senior management personnel	page 18
C-S3	Senior management	page 48
C-S4	Staff mobility	page 39
C-S4	Compulsory staff withdrawals	page 39
C-S5	Training hours in top 10%	0
C-S5	Number of employees in top 10%	4
C-S5	Employee training hours	page 39
C-S5	Number of employees	page 39
C-S6	Human rights policy	page 40 - 41
C-S7	Employees covered by collective bargaining agreements	page 39
C-S8	Number of suppliers assessed against environmental criteria	10
A-S1	Turnover from sustainable assets, products, and services	0 €
A-S1	Total operating expenses	page 60
A-S1	Operating expenses from sustainable assets, products, and services	0
A-S2	Programs to upgrade employee skills	page 39
A-S3	Full-time male employees	page 39
A-S3	Full-time female employees	page 39
A-S4	Annual compensation of the highest-paid person in the organization	page 48
A-S4	Average annual compensation of employees in the organization	page 48
SS-S2	Leaks, thefts, or losses of customer data	page 59
SS-S3	Legal requests leading to disclosure	0
SS-S4	Monetary value of fines for non-compliance with laws and regulations that occurred during the current reporting period	page 59
SS-S5	Fine for data security and privacy violations	page 59

SS-S6	Recorded work-related injuries for all employees	page 42
SS-S6	Fatal work-related injuries for all employees	page 42
SS-S6	Recorded work-related illness for all employees	0
SS-S6	Number of working days lost due to work-related accidents	0
SS-S9	Complaint mechanisms	page 53
SS-S10	Integration of policy commitments	page 52
C-G1	Qualifications of Board members on ESG issues	page 48
C-G1	Executive chairmanship of the highest governance body	page 48
C-G1	Conflicts of interest among the Board	page 48
C-G1	Governance structure	page 48
C-G1	Number of members of the highest governance body	page 48
C-G1	Female members of the highest governance body	page 48
C-G1	Number of executive members	page 48
C-G1	Non-executive and independent members of the Board of Directors	page 48
C-G2	Role of management and senior management in relation to sustainable development	page 49
C-G2	Management's responsibility for reviewing and approving sustainability information disclosed	page 49
C-G2	Process for reviewing and approving sustainability information disclosed	page 49
C-G2	Reason why management is not responsible for reviewing and approving sustainability information disclosed	page 49
C-G3	Material topics	page 21
C-G4	Sustainable development strategy statement	page 22
C-G5	Responsible business conduct policy	page 52
A-G1	Organizational activities	page 7
A-G1	Description of the main characteristics of the upstream and downstream value chain and the company's position in the value chain	page 11
A-G2	Business ethics violations	page 59
A-G3	Sustainable development policy	page 57
A-G4	Relationship between senior executive remuneration policies and their performance	page 48
A-G4	Senior executive remuneration policies	page 48
A-G4	Total executive remuneration	page 48
A-G5	External assurance of sustainability reporting	The company's Sustainability Report has not been externally assured. External assurance is not a mandatory requirement for the company at this stage.
SS-G3	Systemic risk management	page 58



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